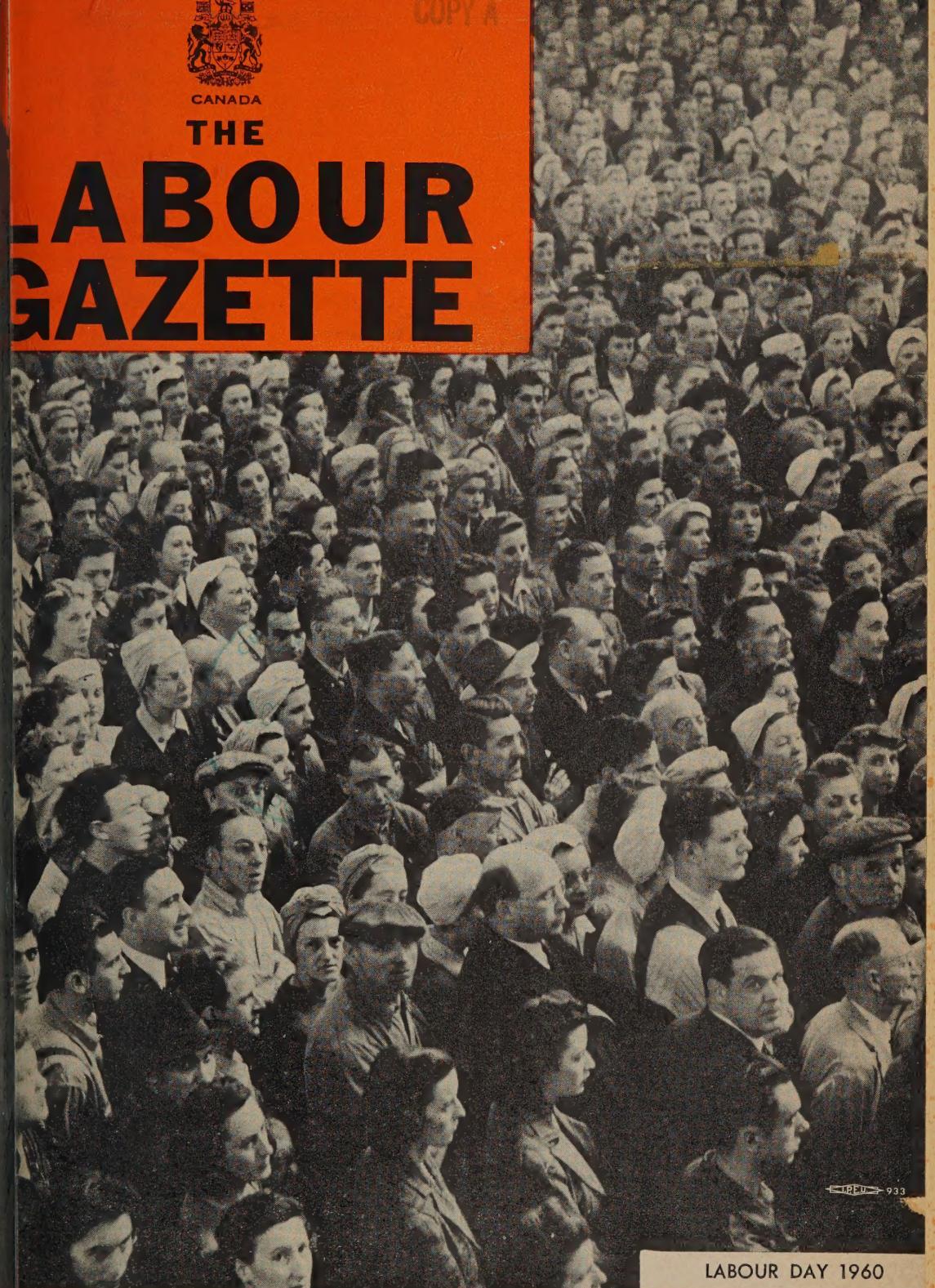




CANADA

THE LABOUR GAZETTE

COPY A



LABOUR DAY 1960

Published Monthly by the

DEPARTMENT OF LABOUR

CANADA

Vol. LX No. 8

AUGUST 31, 1960

THE LABOUR GAZETTE

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A. H. Brown, Deputy Minister

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Vol. LX, No. 8	CONTENTS	August 31, 1960
Employment Review	765	
Collective Bargaining Review	768	
Notes of Current Interest	774	
House of Commons Debates of Labour Interest: A Guide..	779	
Distribution of Union Membership in Canada, 1959	782	
Two Broadcasts on Older Worker Problem	788	
Labour Day Messages	793	
Women in Retail Stores	797	
50 Years Ago This Month	798	
International Labour Organization:		
44th International Labour Conference	799	
Industrial Relations and Conciliation:		
Certification Proceedings	812	
Conciliation Proceedings	814	
Labour Law:		
Legal Decisions Affecting Labour	829	
Recent Regulations, Federal and Provincial	835	
Unemployment Insurance:		
Monthly Report on Operations	837	
Decisions of the Umpire	838	
Labour Conditions in Federal Government Contracts	843	
Prices and the Cost of Living	849	
Publications Recently Received in Department's Library	851	
Labour Statistics	854	

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EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

The Employment Situation, July

Employment increased somewhat more slowly between June and July than in the same period of most previous years. Unemployment increased slightly during the month instead of declining slightly, as it usually does at this time of year.

Agriculture was responsible for the rise in employment during the month, the number of persons with farm jobs increasing by an estimated 138,000 to 820,000. Employment in non-farm activities, which usually increases moderately, showed little change. Layoffs and temporary shutdowns were prevalent in manufacturing centres, and a considerable number of construction workers were released in Quebec. Construction employment in other regions, however, increased about as much as usual, and there were small advances in trade and transportation industries.

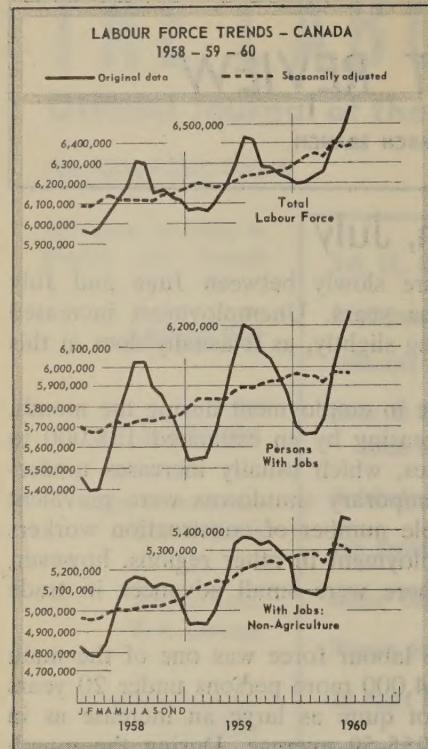
The annual influx of students into the labour force was one of the main developments of the month. There were 174,000 more persons under 20 years of age employed in July than in June—not quite as large an increase as in 1959 but almost 20,000 more than the 1955-59 average. During the month there was a drop of almost 50,000 job holders over 25 years of age. Many of these were school teachers who dropped out of the labour force for the summer months.

The estimated number of persons without jobs and seeking work increased by 11,000 to 311,000 between June and July. This total was 83,000 higher than in July 1959. The increase during the month occurred in Quebec and Ontario, partly because of layoffs in manufacturing and construction. The number on temporary layoff was estimated to be 18,000, compared with 15,000 in June and 12,000 in July 1959. The seeking work figure was 4.7 per cent of the labour force compared with 3.5 per cent in July 1959.

The number of men seeking work was estimated to be 260,000, up slightly from the previous month and 74,000 more than a year earlier. An estimated 51,000 women were without jobs and seeking work, unchanged from a month earlier but 9,000 more than last year.

Although the number of job seekers showed little net change during the month, there was considerable movement within the total. Of those seeking work in June, about 100,000 had found jobs or had withdrawn from the labour force by July. A slightly greater number became job seekers during the month. In July, about 57,000 had been seeking work for more than six months, virtually the same number as the month before and about 13,000 more than a year earlier.

The classification of the 110 labour market areas at the end of July was as follows (last year's figures in brackets): in substantial surplus, 3 (1); in moderate surplus, 54 (31); in balance, 53 (78).



The Labour Force

The labour force, as estimated from the monthly sample survey conducted by the Dominion Bureau of Statistics, totalled 6,592,000 in the week ended July 23. This total compares with 6,454,000 one month earlier.

The breakdown of these labour force data indicates that 5,927,000 or 89.9 per cent of those in the labour force usually worked 35 hours or more at the jobs they held in the survey week, 354,000 or 5.4 per cent usually worked less than 35 hours, and 311,000 or 4.7 per cent were without jobs and seeking work. Classed as not in the labour force are such groups as those keeping house, going to school, retired or voluntarily idle, too old or unable to work; these numbered 5,214,000.

The survey provides additional information about those who worked less than full time and were not regular part-time workers. Of the persons in this category, 60,000 or 0.9 per cent of the

labour force worked less than full time on account of short time and turnover (32,000 on short time, 12,000 laid off for part of the week, 10,000 having found jobs during the week); 18,000 or 0.3 per cent of the labour force were not at work because of temporary layoff, and 784,000 or 11.9 per cent of the labour force worked less than full time for other reasons. The other reasons included vacation (635,000), illness (74,000), bad weather (13,000), and other (62,000).

During the corresponding week in 1959, there were 6,434,000 in the labour force, of whom 5,879,000 usually worked 35 hours or more at the jobs they held during that week, 327,000 usually worked less than 35 hours, and 228,000 were without jobs and seeking work. There were 5,138,000 classed as not in the labour force.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1 July 1960	2 July 1959	July 1960	July 1959	3 July 1960	July 1959
Metropolitan.....	1	1	7	3	4	8
Major Industrial.....	2	—	20	15	4	11
Major Agricultural.....	—	—	3	2	11	12
Minor.....	—	—	24	11	34	47
Total.....	3	1	54	31	53	78

Current Labour Statistics

(Latest available statistics at August 15, 1960)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a).....	July 23	6,592,000	+ 2.1	+ 2.5
Persons with jobs.....	July 23	6,281,000	+ 2.1	+ 1.2
Agriculture.....	July 23	820,000	+20.2	- 1.8
Non-Agriculture.....	July 23	5,461,000	- 0.2	+ 1.7
Paid Workers.....	July 23	5,029,000	+ 0.4	+ 1.4
Usually work 35 hours or more.....	July 23	5,927,000	+ 2.9	+ 0.8
At work 35 hours or more.....	July 23	5,065,000	- 6.5	- 3.2
At work less than 35 hours, or not at work due to short time and turnover.....	July 23	60,000	-14.3	+ 20.0
for other reasons.....	July 23	784,000	+199.2	+ 34.2
Not at work due to temporary layoff.....	July 23	18,000	+20.0	+ 50.0
Usually work less than 35 hours.....	July 23	354,000	- 9.9	+ 8.3
Without jobs and seeking work.....	July 23	311,000	+ 3.7	+ 36.4
Registered for work, NES				
Atlantic.....	July 21	31,900	-21.8	+ 5.6
Quebec.....	July 21	116,600	- 4.3	+ 29.1
Ontario.....	July 21	137,000	- 1.0	+ 37.0
Prairie.....	July 21	41,900	-17.7	+ 19.4
Pacific.....	July 21	46,300	- 6.1	+ 29.0
Total, all regions.....	July 21	373,700	- 6.9	+ 28.2
Claimants for Unemployment Insurance benefit				
Amount of benefit payments.....	June 30	296,445	-18.6	+ 34.4
Industrial employment (1949 = 100).....	May	118.8	+ 3.5	- 0.7
Manufacturing employment (1949 = 100).....	May	110.6	+ 1.6	- 1.0
Immigration.....	1st six mos.	58,041	-	+ 1.7
Destined to the labour force.....	1st six mos.	30,845	-	+ 4.4
Strikes and Lockouts				
Strikes and Lockouts.....	July	37	-14.0	- 11.9
No. of workers involved.....	July	5,067	-30.7	- 87.8
Duration in man days.....	July	37,770	-29.1	- 94.5
Earnings and Income				
Average weekly wages and salaries (incl. comp.).....	May	\$75.38	- 0.8	+ 2.1
Average hourly earnings (mfg.).....	May	\$1.79	0.0	+ 3.5
Average hours worked per week (mfg.).....	May	40.1	- 1.0	- 2.4
Average weekly wages (mfg.).....	May	\$71.67	- 1.0	+ 1.1
Consumer price index (av. 1949 = 100).....	July	127.5	- 0.1	+ 1.3
Real weekly wages (mfg. av. 1949 = 100).....	May	134.8	- 0.9	- 0.4
Total labour income..... \$000,000	May	1,526	+ 2.6	+ 2.9
Industrial Production				
Total (average 1949 = 100).....	June	174.1	+ 2.6	+ 0.7
Manufacturing.....	June	157.8	+ 3.0	- 0.5
Durables.....	June	158.5	+ 3.1	- 3.5
Non-Durables.....	June	157.2	+ 2.9	+ 2.2

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 414, April issue.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

The number of major collective agreements at various stages of negotiation at the end of July—63—was lower than in any previous month this year. The most important of the outstanding negotiations, in terms of the number of workers involved, was the dispute between the railways and the 15 non-operating unions. During the month the conciliation board was in the process of reviewing the voluminous evidence presented by both parties and writing its report, which was expected to be presented to the Minister of Labour by the end of August.

During July, talks continued between the Steelworkers union and Dominion Bridge for renewal agreements affecting 4,000 workers at 11 plants across Canada. By mid-August, strikes were called at some of the plants and there were indications that these work stoppages might spread to the remaining ones.

Negotiations for the renewal of an agreement covering 6,000 **Canadair Limited** employees were initiated in mid-July by the **International Association of Machinists**. The union asked for a general wage increase of 7 per cent, which amount was in line with what had been decided upon at a recent conference of the union's North American aircraft locals. Other demands included a change in the vacation allowance to provide for three weeks paid vacation after 10 years of continuous service, instead of after 12 years, and a fourth week after 20 years of service. The union asked that the term of the new agreement be for one year. They also wanted the existing pension plan written into the agreement.

Conciliation services were applied for in the collective bargaining between the **Hydro Electric Commission of Ontario** and its 9,500 employees represented by the Ontario Hydro Employees Union, Local 1000 of the **National Union of Public Service Employees**. The 160-item bargaining agenda was reduced to some 30 items by direct negotiations before the assistance of a third party was requested. One of the points at issue was the union demand that the cost-of-living escalator clause be retained. This clause, which was last invoked in November 1959, allows for a 3-per-cent wage increase for each 3-per-cent boost in the cost-of-living index. In addition, the union requested that its 4,000 tradesmen and 900 operators receive a general wage increase of 4 per cent. For the 4,200 weekly salary employees, whose salaries range upwards from \$52 per week, the union asked for a 3-per-cent increase as well as a reduction in the work week from 37½ to 35 hours. The Commission reportedly was prepared to give some wage increases to the various categories of employees but wanted to delete the cost-of-living clause. By the end of the month a conciliation officer had been appointed but a meeting had not yet been arranged.

In July, a conciliation board released its recommendations for the settlement of the dispute between the **Seafarers' International Union** and the **Association of Lake Carriers**, representing five inland shipping companies. The majority report recommended a 12-per-cent wage boost to be paid in three equal instalments during the life of a two-year agreement; this was a compromise between the union request for an immediate 10-per-cent increase and

the company offer of 10 per cent spread over three years. In the Board's recommendation, the first 4-per-cent wage boost would be retroactive to the start of this year's navigation season, the next 4 per cent would be paid at the start of the 1961 season and the final 4 per cent at the start of the 1962 season. The Board report indicated that it took cognizance of the changing economic conditions in the inland shipping industry resulting from the increased competition and the new operating conditions arising out of the completion of the St. Lawrence Seaway. The union request for a reduced work week from 48 to 40 hours was rejected on the grounds that the nature of the Great Lakes operation precluded the granting of a shorter work week.

The SIU nominee filed a minority report in which he recommended that the union bid for a one-year agreement with a 10-per-cent increase retroactive to the start of navigation this year be granted. He also supported the union request for a 40-hour week.

Included in the 19 major settlements covering approximately 33,000 workers that were reached in July were new agreements in the pulp and paper industry both in eastern and western Canada. In British Columbia five pulp and paper companies jointly signed a one-year agreement that provided higher wages for a total of 4,700 workers, and in Newfoundland, Bowater's signed a one-year agreement with paper unions representing 3,400 employees.

Six months of negotiations ended during July with the signing of a new agreement for 1,600 drivers of 13 metropolitan **Toronto dairies**. A conciliation board had been established to deal with the dispute between the companies and the **Teamsters union**, representing the drivers. The first break in the negotiations came when Acme Farmers' Dairy, one of the major companies in the group, reached a separate settlement with the Teamsters while the board was still in progress. The dairy's 500 drivers received weekly pay increases ranging from \$3.85 to \$5.50 retroactive to March 1. Shortly thereafter the remaining companies reached a settlement that gave approximately 1,000 drivers wage increases ranging from \$3.85 weekly on the base rate to \$4.85 weekly on the maximum rates. The vacation clause was altered to provide three weeks annual

NEGOTIATIONS PRECEDING SETTLEMENTS REACHED DURING FIRST HALF OF 1960

Collective agreements covering 500 or more workers concluded between
January 1 and June 30, 1960, exclusive of agreements in the
construction industry.

Stage at Which Settled	Duration of Negotiations in Months											
	3 or less		4-6		7-9		10-12		13 or over		Total	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Bargaining.....	33	41,910	15	19,090	5	7,600	2	1,700	—	—	55	70,300
Conciliation officer.....	4	4,730	5	9,000	3	1,600	1	1,200	—	—	13	16,530
Conciliation board.....	2	1,220	6	5,130	5	5,540	1	950	1	500	15	13,340
Post-conciliation bargaining.....	—	—	—	—	4	4,350	3	3,010	3*	7,800*	10	15,160
Work stoppage.....	—	—	1	1,150	—	—	1	750	—	—	2	1,900
TOTAL.....	39	47,860	27	34,370	17	19,090	8	7,610	4	8,300	95	117,230

*Includes one instance where 1,800 out of 5,000 employees were on strike.

paid holidays to all employees with 12 years of service and four weeks for those with 25 years. The companies agreed to pay two-thirds of the cost of uniforms and \$20 annually as a tool allowance for mechanics.

Duration of Negotiations

As reported in last month's *LABOUR GAZETTE* (p. 657), a total of 95 major collective agreements covering more than 117,000 workers were signed during the first six months of 1960. Approximately half of these major agreements, affecting 53,000 workers, were in manufacturing, most of them in food and beverages, pulp and paper, non-metallic mineral products, rubber products and textiles. In mining, six out of twelve major settlements brought wage increases to uranium miners working in and around Elliot Lake, Ont. The two industrial sectors in which a substantial number of new agreements came into force during the period were transportation and communication, with 10 major agreements covering 20,000 workers, and the service industry, where 19,000 provincial and municipal employees and nearly 3,000 hospital employees received wage increases in 15 new major agreements.

Negotiations that preceded more than two-thirds of the settlements reached during the first half of 1960 were conducted for periods ranging from one to six months; well over one-half of these settlements were concluded after bargaining for three months or less. Of the negotiations that extended beyond six months, most of the major settlements came after seven to nine months of bargaining; in only four major agreements, covering 8,300 workers, talks extended beyond 13 months.

A relatively insignificant number of labour-management negotiations conducted during the first half of 1960 resulted in work stoppages. In Toronto 1,150 aircraft workers went on strike for eight days to bring about the settlement of their dispute with De Havilland Aircraft. Another work stoppage lasting 10 days preceded the signing of a new agreement with Canadian Aviation Electronics, Montreal. In addition to these, there was a work stoppage at the Dominion Textile mill in Magog, where a strike of 1,800 employees held up production at the mill for 4½ months. Although four of the company's plants were engaged in joint negotiations with the union, the Magog local was the only one involved in this work stoppage. The settlements reached while strikes were in progress accounted for only 3 per cent of the total major settlements reached during the first half of 1960.

Close to 60 per cent of the 95 major settlements were concluded by direct company-union negotiations. Of the 38 agreements signed after conciliation proceedings, fewer than one third required further direct discussions between the parties before agreements were signed.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During August, September and October

(except those under negotiation in July)

Company and Location	Union
Abitibi Power & Paper, Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Aluminum Co., Ile Maligne, Que.	Metal Trades' Federation (CCCL)
Aluminum Co., Shawinigan Falls, Que.	Metal Trades' Federation (CCCL)
Burrard Dry Dock, Vancouver, B.C.	Twelve unions

Company and Location	Union
Canada Safeway, Winnipeg, Man.	Retail Clerks (AFL-CIO/CLC)
Cdn. Car & Foundry, Montreal, Que.	Railway Carmen (AFL-CIO/CLC)
Consumers Glass, Montreal, Que.	Glass Bottle Blowers (AFL-CIO/CLC)
Crawley & McCracken, Elliot Lake, Ont.	Hotel Empl. (AFL-CIO/CLC)
Dominion Corset, Quebec, Que.	Empl. Assoc. (Ind.)
Dominion Stores, Montreal, Que.	Retail Clerks (AFL-CIO/CLC)
Dow Chemical, Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Carpenters (AFL-CIO/CLC)
General Cigar, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
General Steelwares, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Goodyear Cotton, St. Hyacinthe, Que.	Textile Federation (CCCL)
Great Lakes Paper, Ft. William, Ont.	Carpenters (AFL-CIO/CLC)
Great Western Garment, Edmonton, Alta.	United Garment Wkrs. (AFL-CIO/CLC)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	
Hotel Royal York (CPR), Toronto, Ont.	Marine Wkrs. (CLC)
Imperial Tobacco, Granby, Que.	Hotel Empl. (AFL-CIO/CLC)
Imperial Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Kimberley-Clark Paper, Longlac, Ont.	Tobacco Wkrs. (AFL-CIO/CLC)
KVP Company, Espanola, Ont.	Carpenters (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Maritime Telegraph & Telephone, company-wide	Carpenters (AFL-CIO/CLC)
Molson's Brewery, Montreal, Que.	I.B.E.W. (AFL-CIO/CLC)
Northern Electric, Toronto, Ont.	Empl. Assoc. (Ind.)
Northern Forest Products, Port Arthur, Ont.	Communications Wkrs. (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Carpenters (AFL-CIO/CLC)
Printing Industries Council, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
St. Lawrence Corp., Nipigon, Ont.	Photo Engravers (AFL-CIO/CLC)
Sheet metal firms (various), Vancouver, B.C.	Carpenters (AFL-CIO/CLC)
Spruce Falls Power & Paper, Kapuskasing, Ont.	Shipyard Wkrs. (CLC)
TCA, company-wide	Carpenters (AFL-CIO/CLC)
Tucket Tobacco, Hamilton, Ont.	Air Line Flight Attendants (CLC)
	Tobacco Wkrs. (AFL-CIO/CLC)

Part II—Negotiations in Progress During July

Bargaining

Company and Location	Union
Aluminum Co., Arvida, Que.	Metal Trades' Federation (CCCL)
Assoc. Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Bata Shoe, Batawa, Ont.	Shoe Wkrs. (AFL-CIO/CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Canadian Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Can. Steamship Lines, Ont. and Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CCCL)
Cdn. Tube & Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mère, Que.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dress Mfrs. Guild, Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dress Mfrs. Guild (Dresses), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dress Mfrs. Guild (Sportswear), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Fraser Cos., Cabano, Que.	Woodcutters, Farmers Union (Ind.)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Hôpital Hôtel-Dieu, Montreal, P.Q.	Service Empl. Federation (CCCL)
KVP Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
New Brunswick Telephone, company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic dept.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Sask. Govt. Telephone, province-wide	Communications Wkrs. (AFL-CIO/CLC)
Saskatchewan Govt.	Sask. Civil Service (CLC)
St. Raymond Paper, Desbiens, Que.	Woodcutters, Farmers Union (Ind.)
TCA, company-wide	Machinists (AFL-CIO/CLC)
Wabasso Cotton, Three Rivers, Shawinigan & Grand'Mère, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Company and Location

	Union
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
City of Toronto, Ont.	Public Empl. (CLC) (outside staff)
Coal Operators' Assoc., western Canada	Mine Wkrs. (Ind.)
Dom. Oilcloth & Linoleum, Montreal, Que.	CCCL-chartered local
Drumheller Coal Operators' Assoc., Alta.	Mine Wkrs. (Ind.)
Interior Lumber Mfrs. Assoc., southern B.C.	Woodworkers (AFL-CIO/CLC)
Kelvinator of Can., London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Metropolitan Toronto, Ont.	Public Empl. (CLC)
Northern Interior Lumbermen's Assoc., B.C.	Woodworkers (AFL-CIO/CLC)
Power Super Markets, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)

Conciliation Board

Aluminum Co. of Can., Kitimat, B.C.	Steelworkers (AFL-CIO/CLC)
Association des Marchands Détailleurs (Auto-Voiture), Quebec, P.Q.	CCCL-chartered local
B.C. Electric, province-wide	I.B.E.W. (AFL-CIO/CLC)
B.C. Shipping Fed., Vancouver, New Westminster, Port Alberni, Victoria, Chemainus, B.C.	Longshoremen and Warehousemen (CLC)
Can. & Dom. Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Canada Paper, Windsor Mills, Que.	Pulp and Paper Wkrs. Federation (CCCL)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
CNR, CPR, other railways	15 unions (non-operating empl.)
Dominion Bridge, Lachine, Que.	Steelworkers (AFL-CIO/CLC)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Fraser Cos., Edmundston, N.B.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Hotel Mount Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Township of Scarborough, Ont.	Public Empl. (CLC)

Post-Conciliation Bargaining

Lake Carriers Assoc., eastern Canada	Seafarers (AFL-CIO)
Price Bros., Kenogami, Que.	Woodcutters, Farmers Union (Ind.)

Arbitration

City of Quebec, Que.	Municipal and School Empl. (Ind.) (inside wkr.)
City of Quebec, Que.	Municipal and School Empl. (Ind.) (outside wkr.)

Work Stoppage

(No cases during July)

Part III—Settlements Reached During July

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

ASBESTOS CORP., THETFORD MINES, QUE.—MINING EMPL. FEDERATION (CCCL): 2-yr. agreement covering 1,650 empl.—increases ranging from 6¢ to 20¢ an hr. over the 2-yr. period retroactive to Jan. 1, 1960; 3 wks. vacation after 15 yrs. service (formerly 3 wks. after 10 yrs.); vacation eligibility date based on employees' anniversary date instead of June 1; improved shift premiums; improved sickness and hospital insurance benefits.

ASSOCIATION PATRONALE DU COMMERCE, QUEBEC, P.Q.—COMMERCE EMPL. FEDERATION (CCCL): 2-yr. agreement covering 1,900 empl.—increase in wages of \$2.50 per wk. for the first year and \$2.75 per wk. for the second year.

ASSOCIATION PATRONALE DES SERVICES HOSPITALIERS, QUE, P.Q.—SERVICES FEDERATION (CCCL) (FEMALE): 1-yr. agreement covering 900 empl.—increases ranging from \$4 to \$9 per wk. eff. June 15, 1960; retroactivity to be calculated at the rate of \$3 per wk. worked from June 15, 1959 to June 15, 1960; work week reduced from 48 to 44 hrs. with same take home pay eff. Jan. 1, 1961; 2 wks. vacation after 3 yrs. (formerly 2 wks. after 5 yrs.); sick leave credits may be accumulated; improved seniority clause; uniforms to be supplied by the hospitals.

ASSOCIATION PATRONALE DES SERVICES HOSPITALIERS, QUEBEC, P.Q.—SERVICES FEDERATION (CCCL) (MALE): 1-yr. agreement covering 550 empl.—wage increases ranging from \$4 to \$6 per wk. eff. June 15, 1960; retroactive pay to be calculated at the rate of \$3 per wk. worked, from June 15, 1959 to June 15, 1960; hrs. reduced from 48 to 44 per wk. eff. Jan. 1, 1961 with same take home pay; 2 wks. vacation after 3 yrs. (formerly 2 wks. after 5 yrs.); sick leave credits may be accumulated; improved seniority clause; uniforms now supplied by hospitals.

BOWATER'S NFLD. PAPER, CORNER BROOK, NFLD.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC) AND OTHERS: 1-yr. agreement covering 3,400 empl.—wage increase of 11¢ an hr. eff. June 1, 1960; additional increase of 4¢ an hr. eff. Dec. 1, 1960; 3 wks. vacation after 10 yrs. service (previously 3 wks. after 15 yrs.).

CITY OF WINNIPEG, MAN.—PUBLIC SERVICE EMPL. (CLC): 1-yr. agreement covering 3,700 empl.—wages increased by 5% to a maximum of \$20 per mo. eff. April 1, 1960.

CONSOLIDATED PAPER, PORT ALFRED, QUE.—PULP AND PAPER WKRS. FEDERATION (CCCL): settlement terms not yet available.

DAIRIES (VARIOUS), TORONTO, ONT.—TEAMSTERS (IND.): 1-yr. agreement covering 1,800 empl.—increase of \$3.85 a wk. on base rate; 3 wks. vacation after 12 yrs. service (formerly 3 wks. after 15 yrs.); 4 wks. vacation after 25 yrs. (formerly no provision for 4 wks. vacation).

DAVID & FRERE, MONTREAL, QUE.—EMPL. ASSOC. (IND.): 2-yr. agreement covering 625 empl.—6¢-an-hr. increase retroactive to May 23, 1960 and an additional 3¢-an-hr. eff. May 23, 1961; incorporation of existing cost of living into the wage structure; union shop.

FOOD —STORES (VARIOUS), VANCOUVER, B.C.—RETAIL CLERKS (AFL-CIO/CLC): 2-yr. agreement covering 2,400 empl.—wage increase of 10¢ an hr. retroactive to April 18, 1960 and a further 10¢ an hr. eff. April 18, 1961, with the exception of some female progression rates which are increased by 15¢ an hr. over the 2-yr. period; 3 wks. vacation after 5 yrs. (formerly 3 wks. after 7½ yrs.).

JOHNSON'S ASBESTOS, THETFORD MINES, QUE.—MINING EMPL. FEDERATION (CCCL): 2-yr. agreement covering 900 empl.—increases ranging from 6¢ to 20¢ an hr. over the 2-yr. period retroactive to Jan. 1, 1960; 3 wks. vacation after 15 yrs. service (formerly 3 wks. after 10 yrs.); vacation eligibility date based on employees' anniversary date instead of June 1; improved shift premiums; improved sickness and hospital insurance benefits.

POLYMER CORP., SARNIA, ONT.—OIL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,800 empl.—wage increase ranging from 6¢ to 10¢ an hr.; new base rate will be \$1.88 an hr.

PAPER MILLS (VARIOUS), B.C.—PULP AND PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 4,700 empl.—general increase of 4%; additional adjustment of 2¢ an hr. for mechanics; new base rate will be \$2.03 an hr.; improvement in vacations.

QUEBEC IRON AND TITANIUM, SOREL, QUE.—METAL TRADES FEDERATION (CCCL): 2-yr. agreement covering 800 empl.—7¢-an-hr. increase retroactive to Dec. 5, 1959; further 11.8¢ an hr. eff. July 25, 1960, and a further 9.8¢ an hr. eff. July 25, 1961; 1 additional statutory holiday making a total of 8; bereavement leave of 3 days for close relatives and 1 day for distant relatives; improved shift premium; overtime after 4 hrs. paid at the rate of double time.

QUEBEC NORTH SHORE PAPER, BAIE COMEAU, QUE.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,000 empl.—increase in wages from 11¢ to 20¢ an hr. retroactive to May 1, 1960 and a further increase ranging from 4¢ to 8¢ an hr. eff. Nov. 1, 1960; eff. Jan. 1, 1961, 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 15 yrs.); 1 additional floating holiday making a total of 3 floating holidays; improved provision for bereavement leave.

R.C.A. VICTOR, MONTREAL, QUE.—SALARIED EMPL. ASSOC. (IND.): 1-yr. agreement covering 600 empl.—wages increased by 2½% retroactive to May 16, 1960; 3 wks. vacation after 10 yrs. (formerly 3 wks. after 15 yrs.); improvement in hospital insurance clause.

SASK. POWER CORP., REGINA, SASK.—OIL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 2,200 empl.—regrouping of positions costing approximately 2% of wages; plus 2% increase to office empl. and 3% to field empl. retroactive to June 1, 1960; 4 wks. vacation after 25 yrs. of service (formerly no provision for 4 wks. vacation); increased shift differentials.

STEINBERG'S, MONTREAL, QUE.—EMPL. PROTECTIVE ASSOC. (IND.): 2-yr. agreement covering 3,000 empl.—increases ranging from \$1.50 to \$5.00 per wk. retroactive to June 4, 1960; hrs. reduced from 45 to 40 per wk. eff. June 4, 1960.

WINNIPEG TRANSIT COMMISSION, WINNIPEG, MAN.—STREET RAILWAY EMPL. (AFL-CIO/CLC): 18-mo. agreement covering 950 empl.—increases for bus drivers of 10½¢ an hr. retroactive to Mar. 20, 1960, a further 4¢ an hr. eff. Sept. 25, 1960 and an additional 4¢ an hr. eff. Mar. 26, 1961; 3 wks. vacation after 8 yrs. of service (formerly 3 wks. after 10 yrs.); 4 wks. vacation after 25 yrs. of service (formerly no provision for 4 wks. vacation); improved sick pay benefits and extended period of eligibility for payments.

NOTES OF CURRENT INTEREST

Winter Works Incentive Program Renewed, Expanded

The Municipal Winter Works Incentive Program will be continued this coming winter, the Prime Minister announced in the House of Commons on July 23.

In addition, the announcement said, several features of the Program, which began two years ago, will be extended.

"Due to the results achieved in the experience of these past two years," Mr. Diefenbaker said, "and in response to requests from the provinces, municipalities and other bodies, the Government has decided to continue the program during the coming winter and to extend it in a number of important respects."

During the past two years, he explained, the classes of projects coming within the scope of the Program have been broadly: (a) the construction and major improvement of municipal roads, streets, sidewalks and bridges; (b) the construction and major improvement of municipal water and sewage facilities; and (c) the construction and development of municipal parks and playgrounds.

"It is now proposed to considerably extend the range of this program, and in addition to the classes of projects already included, the incentive payment of 50 per cent of the labour costs will be made applicable during the coming winter to the construction, major reconstruction, major alteration or revocation of municipal buildings, not, however, including schools or hospitals, provided the federal incentive payment on new structure does not exceed \$50,000 on each structure," the Prime Minister said.

The Program will also be broadened by the inclusion of certain projects not hitherto applicable, including street lighting, traffic signals, municipal parking lots, water and sewage treatment plants, pumping stations and water towers.

The 1960-61 program applies to projects carried out during the period December 1, 1960 to April 30, 1961.

"This extension, I hope, will encourage all municipalities with a backlog of needed projects to expand their winter works program substantially.

"The broadening of the Program to include a wide range of municipal buildings

should materially increase winter work, particularly for building tradesmen, who regularly constitute a large proportion of the seasonally unemployed workers each winter, as well as for many workers engaged in the production of building supplies," Mr. Diefenbaker said.

When announcing the decision to continue and expand the Program, the Prime Minister reported the results of last winter's program: 860 municipalities participated, more than 51,000 men received on-site employment on some 2,600 individual projects involving close to two million man-days of work. "It is not unreasonable to assume that at least an equal number of man-days were provided indirectly in manufacturing and servicing material that went into these projects," he said.

All the figures he gave were higher than those of the previous winter.

The estimated federal government share of the costs of the 1959-60 program amounted to \$12,565,000. At the present session of Parliament, the House of Commons voted \$15,000,000 for the program.

During the past two winters, a number of provinces offered additional incentives for winter works projects undertaken by their municipalities. Already this year, Premier Jean Lesage of Quebec has said in an interview that his Government was considering the possibility of making a provincial contribution to municipal winter works projects.

Under the terms of the Program the federal government offers to pay one half of the direct payroll costs of a municipality or its contractors or subcontractors on accepted winter works projects, such projects to include work that would not normally be undertaken during the winter months and to be designed to create additional employment.

Preference is to be given to those projects providing the greatest amount of employment, and priority is to be given to projects in areas where winter unemployment is particularly high.

The bulk of those employed under the plan must be unemployed when they are hired, or persons who would be unemployed in the absence of special winter works projects under the Program.

Provincial Governments are relied on to ensure that going wage rates apply on winter work projects, and that reasonable hours of work prevail.

Earlier in the month, on July 18, the Minister of Public Works announced a major change in the Government's policy for direct mortgage loans, designed to stimulate house building during the winter and increase winter employment in construction.

From September 1 to November 30, applications for direct loans will be accepted from builders unable to obtain commitments from approved lenders, provided the builder can show that the house on which the loan is to be made has been sold to a *bona fide* purchaser whose gross annual income does not exceed \$7,000 for families of two children or less, with upward adjustments of \$200 for families of three, four and five or more children, to a maximum of \$7,600.

Applications will be accepted, too, from individual home-owner applicants who are unable to obtain commitments from approved lenders, provided the gross annual income does not exceed the limitations mentioned above.

Raymond Brunet, Past President of the Canadian Construction Association and Chairman of the National Joint Committee on Wintertime Construction, in an address at the end of July urged municipal governments to start the necessary planning immediately to make full use of the expanded program of federal subsidies for winter works projects.

"Last year there were complaints that some local councils could not complete the necessary preparatory work in order to participate," Mr. Brunet said. "We are accordingly very pleased that this year's announcement was made on July 23 compared with September 3 in 1959. It is now up to the municipalities to use the next four months to complete their necessary planning and financing arrangements."

Increase Federal Contribution To Training of Unemployed

The Government has decided to increase its contribution towards the training of unemployed workers from 50 to 75 per cent, the Minister of Labour announced in the House of Commons on July 23.

"In order to encourage the provinces that have operated substantial training programs over the past years," he added, "as well as to stimulate such training in other provinces, it is proposed that the increased

federal contribution will take effect when the volume of training given to unemployed workers by a province is above a minimum."

The minimum is to be based on the average annual number of days of training provided over the past four years as a percentage of the total adult population in those provinces that have had active training programs for unemployed workers.

"When this minimum amount of training is given by a province," the Minister said, "the higher rate of federal contribution will come into effect and will apply retroactively for all costs incurred in the training of unemployed workers during the fiscal year."

Before making the announcement, Mr. Starr pointed out that "changes taking place in many of our industries demand more highly skilled workers, and it is essential that many of those unemployed today receive additional training in order to fit into job opportunities on a continuing basis."

In reaching its decision to increase the federal contribution, the Government was strongly influenced by a recommendation of the Vocational Training Advisory Council, the Minister said.

Department Issues Monograph On Occupations in Offices

A new monograph entitled *Office Occupations* has been issued by the Department of Labour. This monograph, No. 46 in the "Canadian Occupations" series, covers more than 25 occupations found in offices.

In a general section this monograph deals with the office as a field of employment, including its history and importance, trends, education and training, personal qualifications, entry, and working conditions.

Office workers are classified into the secretarial group, the public contact group, records and processing clerks, the accounting group and office machine operators. For each of these occupations, the monograph outlines the duties, the outlook for advancement, and the salaries.

This 64-page booklet is the first in the series with the modernized cover design, and is well illustrated with charts and photographs. It sells for 20 cents.

The "Canadian Occupations" series is prepared by the Department's Economics and Research Branch.

All publications in the series are available from the Queen's Printer, Ottawa. A price list may be obtained on request.

A.F. MacArthur, UIC, Speaks At IAPES Annual Convention

"Progress Through Better Communications" was the theme of the 47th Annual Convention of the International Association of Personnel in Employment Security, held at Colorado Springs, Colo., June 28 to July 1.

Among the convention speakers was A. F. MacArthur, Commissioner, Unemployment Insurance Commission, who spoke on "Canada in an Age of Progress and Communications."

The meeting was attended by more than 1,300 delegates, from the United States, Canada, Ghana, India, Indonesia, Japan, Nigeria and Turkey.

U.S. Under Secretary of Labor James T. O'Connell, in his keynote address, called attention to two problems: the plight of the older worker, and the entire field of farm and migratory labour. Additional challenges were presented, he said, by continued modernization of the unemployment insurance system and long-term structural unemployment.

Robert C. Goodwin, Director, U.S. Bureau of Employment Security, said effective development and utilization of manpower resources may become the nation's most important economic problem. He urged all persons engaged in employment security work to provide dedicated service for all workers and employers "and all groups who are concerned with the employment process."

William P. Cahill, Executive Secretary of President Eisenhower's Employ the Physically Handicapped Committee, said the old stereotype of the physically handicapped worker has been replaced by a new image—an image that recognizes the individual's qualities. This will be remembered as "the age of the one-legged halfback, the blind collegiate wrestling champ, of wheelchair basketball and amputee baseball," he said.

During a convention workshop on "Removing Barriers to Effective Communications," Harry J. Thompson, Prairie Regional Employment Officer, Unemployment Insurance Commission, reported that every UIC employee is entitled to 10 hours of formal instruction each month and that the first half hour is devoted to effective communications.

Benjamin Cohen of Baltimore was elected President for 1960-61. Marcel Guay, Montreal, Quebec Regional Superintendent for UIC, was elected Second Vice-President.

Other Canadians elected to office were: Leslie T. Fraser, Winnipeg; Frank G. Beaujodin, St. Catharines; Hamilton Baird, Mon-

ton. All were elected members of the IAPES Executive Board.

Mr. Guay was named Chairman of the Association's finance committee. Mr. Beaujodin was named to the essay contest committee, and Mr. Fraser to the administrative organization committee.

The 1961 convention will be held in Washington.

Automation's Introduction Slows Growth of Office Employment

The immediate general effect of the introduction of electronic data processing in offices seems likely to be some slowing down in the growth of employment, especially with regard to routine part-time jobs for which women are hired, according to the findings of a survey, covering 20 large firms, by the United States Bureau of Labor Statistics.

During the four years covered by the survey, from December 1953 to December 1957, employment in the 17 offices for which data were available increased on the average by 7 per cent. This compared with a rise of 15 per cent reported for clerical and kindred workers in the United States as a whole.

The installing of a computer was found to involve a sequence of administrative, technical and staff changes that, on the average, extended over three years; and this period of preparation made it possible to avoid extensive dislocation of employees' positions. The reduction in the work force was effected mainly by curtailing hiring of new employees who would normally have been engaged to cover wastage of the work force.

A year after the introduction of the computer, about a third of the 2,800 employees in the units affected had been placed in other positions, either in the same unit or elsewhere in the office. The majority remained in the same position. Nearly a sixth had quit, retired, died, or had taken leave of absence. Nine persons had been laid off. Employment in the affected group was about 9 per cent less at the end of the year.

"A little under 2 per cent, a total of 52 persons, were transferred from the affected group to electronic data-processing jobs. Most of these had been doing administrative, accounting, or tabulating-machine work; only a few, chiefly for equipment operation, came from the routine clerical work," the report on the survey says.

"Close to one third of the employees in the affected group had been promoted to a

higher grade. A negligible number had been downgraded."

Owing to general policies assuring job security, the seniority provisions of union agreements, and similar protective provisions, older employees were less affected by change in job status than the younger workers. On the other hand, the older employees were not promoted to the newly created electronic positions to the same extent as the younger workers, nor were they taken on as trainees.

"Where employers have formed opinions about the inflexibility or lack of adaptability of older workers, the introduction of electronic data processing may intensify any pre-existing reluctance to hire or promote them," the report says. "The examples of the successful performance of older employees in these new positions in the offices studied reinforce the findings of research workers on the variability in learning capacity at all ages and underscore the importance of individual appraisal of employees in this field as in others."

Says Strike Still Essential Part Of Bargaining Only in Canada, U.S.

"Only in the United States and Canada is the strike still an essential element in a private collective bargaining system, sufficiently frequent to constitute a significant method of determining conditions of employment, and sufficiently long to test the staying power of workers and employers."

This statement is taken from a paper by Arthur M. Ross, Professor of Industrial Relations and Director of the Institute of Industrial Relations of the University of California.

The study on which Prof. Ross based his report covered 15 countries throughout the world: two in North America, nine in Europe, two in Asia, one in Africa, and one in Australia. The period covered was from 1900 to 1956.

"There has been a pronounced decline in strike activity throughout countries with free labour movements," the paper says. "Man-days of idleness in the late 1950's are fewer than in the late 1940's or the late 1930's, despite increases in population and union membership."

"The ratio between the number of strikers and the number of union members—one of the significant measures of industrial conflict—has been falling off in most of the countries... The ratio between man-days of idleness and the number of strikers, a measure of duration, has fallen greatly in every country studied."

The falling off in the frequency of strikes has been particularly marked in Northern Europe, "where strikes occur so infrequently that they no longer play a significant role in the conduct of industrial relations. The right to strike survives and is accorded its customary veneration but is seldom utilized in practice," Prof. Ross says.

In some other countries, notably Australia—where more than 60 per cent of recent strikes have lasted no more than one day and 90 per cent less than a week—and in the Mediterranean and Asiatic countries, strikes are frequent, but of short duration.

The paper distinguishes several "patterns of industrial conflict." The "Northern European Pattern—First Variant" is characterized by "a nominal propensity to strike and a low or moderate duration." The countries it covers are Denmark, The Netherlands, and Germany, with the United Kingdom on the borderline.

The second variant of the Northern European Pattern "is defined by nominal participation and high duration. In other words, there are few stoppages, but those which do occur are long." Norway and Sweden are in this category.

The Mediterranean-Asian Pattern, which covers France, Italy, and Japan, is one of very frequent but very short strikes. In India strikes are longer, but the situation is much the same.

"The North American Pattern of strike activity (United States and Canada) denotes high or medium participation rates as well as unusually long duration of strikes."

The three remaining countries, South Africa, Australia, and Finland, are hard to classify, because, although they "fit" well enough into one or another pattern, the explanations do not.

A number of reasons are given for the growing infrequency of strikes. These include: a degree of reconciliation between managements and unions; the greater prominence of the state "as an employer of labour, economic planner, provider of benefits, and supervisor of industrial relations," and in many countries (but not in the United States) the forsaking of the strike by the labour movement in favour of "broad political endeavours."

Regarding government intervention in industrial disputes, Prof. Ross remarks: "Government techniques of disputes settlement have contributed to the elimination of strikes where they support the collective bargaining system or provide a workable substitute. Where they obstruct and impede collective bargaining, as in Finland and Canada, they probably increase the amount of conflict."

Referring to conditions in the labour movement itself that may increase or diminish resort to strikes, the article says that "rival unionism is a potent cause of strikes where rivalry is pursued on the basis of comparative gains in collective bargaining."

Number of Blind Pensioners Drops; of Disabled, Increases

The number of persons receiving old age assistance in Canada increased from 98,773 at March 31, 1960 to 99,581 at June 30, 1960.

The federal Government's contributions under the federal-provincial scheme totalled \$7,654,709.21 for the quarter ended June 30, 1960, compared with \$7,630,321.96 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$197,051,570.44.

At June 30, 1960, the average monthly assistance in the provinces ranged from \$48.65 to \$52.96, except for one province where the average was \$46.11. In all provinces the maximum assistance paid was \$55 a month.

Blind Persons Allowances

The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,671 at March 31, 1960 to 8,665 at June 30, 1960.

The federal Government's contributions under the federal-provincial scheme totalled \$1,039,443.43 for the quarter ended June 30, 1960, compared with \$1,044,012.18 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$28,433,438.64.

At June 30, 1960, the average monthly allowance in the provinces ranged from \$50.23 to \$54.08. In all provinces the maximum allowance paid was \$55 a month.

Disabled Persons Allowances

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 49,889 at March 31, 1960 to 50,365 at June 30, 1960.

The federal Government's contributions under the federal-provincial scheme totalled \$4,099,434.75 for the quarter ended June 30, 1960, compared with \$4,079,489.78 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$59,824,225.45.

At June 30, 1960, the average monthly allowance in the provinces ranged from \$52.67 to \$54.58. In all provinces the maximum allowance paid was \$55 a month.

Issue Two More Trade Analyses: Cooking, Radio and TV Repairing

Two more analyses in the series designed to help in the development of uniform trade standards in Canada have now been issued. They are: *Analysis of the Cooking Trade, Commercial and Analysis of the Radio and Television Service Trade*.

The first analysis incorporates all basic operations that a tradesman should have mastered before he can be considered proficient. The second analysis is a tabulation of essential operations and procedures that a competent repairman could be able to perform with skill and competence.

Both analyses were prepared by national committees appointed by the Department of Labour. They are available from the Queen's Printer, Ottawa, at a cost of 50 cents a copy.

Queen's University Reconstitutes Industrial Relations Department

With the retirement at the end of September of Prof. J. C. Cameron, who served 23 years as head of industrial relations at Queen's University, the Department of Industrial Relations will be reconstituted as the Industrial Relations Centre within the Department of Political and Economic Science. The new Department will be under the direction of Dr. W. Donald Wood.



Dr. W. Donald Wood

Booklet Tells Story of National Employment Service

The Unemployment Insurance Commission has just published a new pamphlet describing the work of Canada's National Employment Service under the title, *NES, Geared to Canada's Employment Needs.*

"This story of the National Employment Service tells something of how it goes about its job of helping to ensure the best and fullest use of the nation's human assets," the pamphlet says. "The NES in developing this service has established more than 200 local offices to serve every major centre from Newfoundland to British Columbia. Each office is staffed with trained personnel, experienced in dealing with the diversified labour requirements of employers from all

fields of endeavour. At each office, qualified employment officers advise and assist men and women of any age or occupation in their quest of suitable employment."

The pamphlet describes the various branches of the work of the NES: its facilities for serving, first the general public, and secondly the special needs of employers and employees in regard to executive and professional workers, the handicapped and the older worker, and part-time workers; also job guidance for young people, upgrading of personal skills and abilities, and studies of education in relation to the demands of industry and commerce.

HOUSE OF COMMONS DEBATES A Guide to Items of Labour Interest in Hansard

(page numbers refer to pages in Hansard)

June 24—*Bill to amend the Civil Service Act* will remain on the order paper, to be introduced again at the next session, and a committee will be set up at that time to go thoroughly into the matter, the House agrees (p. 5357).

June 27—*Bill C-79*, for the recognition and protection of human rights and fundamental freedoms, introduced by Hon. Howard Green (for the Prime Minister) and read the first time (p. 5415).

Bill C-80, to amend the Canada Shipping Act regarding pilots and pilotage, introduced and read the first time (p. 5415). Motion for second reading (p. 5443) agreed to and, after a statement by the Minister of Transport and discussion by Members, the Bill is read the second time and referred to the standing committee on railways, canals and telegraph lines (p. 5451).

Request for full investigation into the causes and cure of unemployment, from the Ontario Association of Mayors and Reeves, had not been received by him, the Minister of Labour says in reply to a question. The Department of Labour is continually looking at the unemployment situation, and reports are being made from time to time, the Minister said in reply to another question as to whether the Government had undertaken a scientific study of the unemployment problem (p. 5418).

Second reading of Bill C-76, to amend the Public Service Superannuation Act, moved by the Minister of Finance (p. 5437). After discussion, the motion was agreed to and the Bill read the second time, and referred to a special committee (p. 5443).

By encouraging shipbuilding in every possible way, the federal Government could bolster dwindling employment in Canadian shipyards, says Hubert Badanai (Fort William) during consideration of Department of Transport estimates (p. 5451).

Policy of the railways in "curtailing important services at an exceedingly rapid rate and discharging in large numbers men who have had many years' service, thus causing untold hardship to employees of long standing," deplored by Hazen Argue (Assiniboia) during consideration of Department of Transport estimates (p. 5452).

June 28—*Dismissals on the railways* should be halted, for a period there should be a freeze in the staff of the railways, and there is need for a Royal Commission to inquire into the operations of the railways as they affect the livelihood and welfare of their employees, Hazen Argue suggests during consideration of Department of Transport estimates (p. 5507).

June 29—"We are not aware of German immigrants leaving Canada. My department does not keep records of those immigrants who leave," the Minister of Citizenship and Immigration replies to a question, prompted by press reports, concerning the reasons why these immigrants were leaving (p. 5537).

June 30—*Employable persons who received financial assistance from immigration officials* during the month of May numbered 1,145, the Minister of Citizenship and Immigration says in reply to a question. Of this group, only 287 had been on subsistence for a period of more than two weeks. Most of those who received help did so in periods between employment or just after their arrival (p. 5580).

July 1—Second reading of Bill C-79, concerning human rights, moved by the Prime Minister (p. 5642). Enactment of a bill of rights by constitutional amendment "is impossible of attainment at this time," the Prime Minister says during his statement on the Bill, "because the consent of the provinces to any interference with property and civil rights cannot be secured." (p. 5648) The House adjourned without question put (p. 5652).

July 4—Debate on motion for second reading of Bill C-79, for recognition and protection of human rights and fundamental freedoms, continues (p. 5657). Amendment calling for consultation with the provinces regarding the possibility of a constitutional amendment moved by Harold E. Winch (Vancouver East) (p. 5692). The House adjourned without question put.

July 5—Refusal of accommodation to three negro tourists from the United States by a hotel in Buckhorn, Ont., falls within the jurisdiction of the provincial legislature, the Prime Minister says in reply to a question (p. 5722).

Appointment of a Royal Commission to inquire into conditions in the automobile industry, or the making of a survey by the Tariff Board similar to that made in 1934, which had been proposed by a deputation of the United Automobile Workers, will receive immediate consideration, the Prime Minister says in reply to a question (p. 5723).

Debate continues on motion for second reading of Bill C-79, for recognition and protection of human rights and fundamental freedoms (p. 5726). The amendment moved by Mr. Winch is defeated, 191 to 7 p. 5784). The House adjourned without question put.

July 6—The Unemployment Insurance Fund incurred a loss of \$8,415,446 in the sale of bonds of \$139,653,000 (par values) and acquired a profit of \$190,415 from sales of treasury bills of \$96,490,000 (par values) in the period November 1959 to March 1960, the Minister of Finance replies to a question (p. 5793).

A severe shortage of labour exists at the present moment at Elliot Lake, according to officials of the Denison mines, the Minister of Labour says in replying to a question (p. 5796).

July 7—Debate on motion for second reading of Bill C-79 (human rights) resumed (p. 5884 and 5931) and the motion passed unanimously after long discussion. The Bill was read the second time and referred to a special committee (p. 5951).

July 8—Where there is a labour dispute, referral slips given to persons referred to

jobs by the NES must contain a note to the effect that the place of business is involved in a dispute, and this rule is strictly adhered to by all NES offices, the Minister of Labour says in reply to a question about a complaint by the Secretary of the British Columbia Federation of Labour that the Vancouver office was referring men to two hardware firms that had locked out their regular employees (p. 5954).

Unemployment insurance regulations could not be amended so that benefits might be paid to some 450 Glace Bay coal miners out of work owing to cutbacks in the industry, as the United Mine Workers requested, the Minister of Labour says in reply to a question (p. 5955).

An anti-discrimination clause will be inserted in their mortgages by Central Mortgage and Housing Corporation, the Minister of Public Works says in answer to a question, adding that this applies to their direct lending (p. 5958).

July 11—Motion to go into committee to consider Bill C-76, to amend the Public Service Superannuation Act, is agreed to and the House went into committee (p. 6021). After consideration in committee, the Bill is read the third time and passed (p. 6034).

In provinces operating hospital insurance programs on a premium basis, no consultation with the federal Government precedes an increase in premium rates, the Minister of National Health and Welfare says in reply to a question. Since January 1, 1959, Manitoba is the only province that has made an upward revision of premium rates (p. 6087).

July 13—No evidence of exodus from Canada of any substantial number of German immigrants has been found by her Department after investigation of a report to that effect, the Minister of Citizenship and Immigration says in answering a question (p. 6180).

Government will give consideration to the amendment of the powers of the Royal Commission on Transportation to enable it to inquire into the reduction of rail services and the layoff of personnel, the Prime Minister says while replying to a question on the proposed transfer of CNR passenger car repair work from the London shops (p. 6180).

July 14—Royal Assent given to an act to amend the Public Service Superannuation Act, Mr. Speaker informs the House (p. 6313).

July 15—Bill C-84, to amend the Income Tax Act in respect of profit-sharing plans, introduced and read the first time. The Bill will not be proceeded with at the

present session, in order that interested organizations and individuals may have ample time prior to the next session to study it and bring forward suggestions, the Minister of Finance explains (p. 6342).

Actual loss to the Unemployment Insurance Fund during the fiscal year 1959-60 was \$133,918,924.56, the Minister of Finance states in reply to a question, and the present market value of the Fund, less advances, is \$251,805,741.13 (p. 6342).

Letter to the British Columbia Federation of Labour in answer to its complaint about the referral by the National Employment Service of workers to two Vancouver hardware firms whose employees were on strike is read by the Minister of Labour. The letter explains the Unemployment Insurance Commission's policy concerning labour disputes (p. 6344).

July 18—Statement on Government housing policy read by the Minister of Public Works. He announced that the income limitation on applicants seeking direct loans from Central Mortgage and Housing Corporation will be increased effective September 1 from the present range of \$5,000 to \$5,600 to a range of \$7,000 to \$7,600, and, effective from the same date, the Corporation will accept applications for direct loans from merchant builders, provided the house on which the loan is to be made has been presold (p. 6403).

The Act to amend the Public Service Superannuation Act came into effect on receiving Royal Assent (July 14), the Minister of Finance explains in a clarifying statement (p. 6410).

Bill C-80, to amend the Canada Shipping Act respecting pilots and pilotage, considered in committee (p. 6413).

July 19—Persons who apply for entry to Canada are given permission to come forward on the basis of their adaptability and the particular trade or skill in which they are employed, as well as the availability of employment in that particular trade or skill, the Minister of Citizenship and Immigration says in reply to a question. "I know of no large scale influx of unplaced persons." (p. 6486).

Germans who were brought to Canada to act as technical advisers to Associated Mining Construction Ltd. of Esterhazy, Sask., are being used only in essential maintenance work to protect the shaft during a strike, the Minister of Citizenship and Immigration says in reply to a question concerning complaints that they were being used as strike-breakers (p. 6486).

Bill C-80, to amend the Canada Shipping Act respecting pilots and pilotage, read the third time and passed (p. 6491).

Amendment calling for an increase in old age pensions to \$75 a month moved by M. W. Martin (Timmins) when motion made to go into committee of supply (p. 6491). Amendment to the amendment, calling for, among other things, the vesting of benefits in industrial pension schemes, moved by the Leader of the Opposition (p. 6509). The House adjourned without question put.

July 21—Bill C-86, to regulate extra-provincial trucking by control by a joint board of licensing and tariffs and to repeal the Motor Vehicle Transport Act, introduced and read the first time (p. 6679).

Trans-Canada Highway estimates and those of Central Mortgage and Housing Corporation among those passed (p. 6714 and p. 6716).

July 23—Municipal Winter Works Incentive Program will be continued during the coming winter, the Prime Minister announces, and will be extended "in a number of important respects." In addition to the classes of projects eligible for federal incentive payments in the past two winters, the payment—50 per cent of labour costs—will be made applicable "to the construction, major alteration or renovation of municipal buildings, not, however, including schools or hospitals, provided the federal incentive payment on new structure does not exceed \$50,000 on each structure." (p. 6816).

Federal contribution to the training of unemployed workers will be increased from 50 to 75 per cent of the total cost, the increase to take effect when the volume of training given to unemployed workers by a province is above a minimum, the Minister of Labour announces (p. 6819).

Average labour content of all the municipal winter works projects is 34.5 per cent, the Minister of Labour says in reply to a question (p. 6823).

July 25—Proposed Organization for Economic Co-operation and Development will in no way limit or change the nature of existing aid programs such as the Colombo Plan, the Parliamentary Secretary to the Minister of Finance says when presenting a report on meetings in Paris to consider the establishment of the proposed organization (p. 6879).

July 26—Painters from the United States were given permits to work on the smoke stack of the Vancouver General Hospital because no local workmen were qualified to do high stack repair and maintenance work, the Minister of Labour explains in answer to a question (p. 6947).

Industrial and Geographic Distribution of Union Membership in Canada, 1959

Survey of individual union locals provides breakdown of union membership in Canada—close to 1½ million in 1959—by industry, province, labour market area

At the beginning of 1959 union membership in Canada was close to 1,459,000, according to survey returns received by the Economics and Research Branch of the Department of Labour directly from national and international union headquarters, central labour congresses and independent local organizations. The data obtained from the survey were published in the 1959 edition of *Labour Organizations in Canada*, a handbook which contains statistical tables on union membership and a comprehensive directory of labour organizations with names of their principal officers and publications, and the distribution of their locals. The statistical data contained in the handbook are Canada-wide totals broken down by congress affiliation and type and size of union.

The tables presented below supplement that information by showing the distribution of union membership in Canada by industry, province and labour market area. The tables are based on a separate survey directed at the beginning of the year to individual union locals across the country. In this survey, each union local was requested to report the total number of its members and the industry and location in which all or most of them were employed. Some locals, accounting for close to 6 per cent of the membership total, indicated that their members were dispersed throughout many locations in different areas or provinces, and these locals are classified separately in the accompanying tables.

The first of the four tables shows the distribution of union membership by industry on the basis of the DBS Standard Industrial Classification. The data in this table are shown for the most part on the "major group" level. In instances where more detail could usefully be provided, care was taken to adhere to combinations of recognized industrial sub-groups. For the railway industry, which is not further subdivided in the standard classification system, subtotals are provided to show the division of membership between the operating and non-operating sectors.

Included as a supplement to the first table, Table 2 shows in alphabetical order the names of international, national and

regional unions or independent local organizations that account for more than one-tenth of the union membership within the industry groups. The table thus does not necessarily show all organizations active within any particular industry group, but only those having more than 10 per cent of the organized workers in the group.

In Table 3 union membership in Canada is broken down by province, and Table 4 shows its distribution by labour market area. The boundaries of the labour market areas dealt with in Table 4 are broader than those of the centres for which the areas are named. In general, a labour market area corresponds to the area served by a local office of the National Employment Service. In some cases labour market areas consist of two or more NES local office areas. These composite areas are identified by an asterisk and the local office areas they comprise are listed in the Appendix to Table 4.

At the beginning of 1959 close to 7,000 union locals were active in Canada, and although the survey met with a generally excellent response, not all of the locals supplied the required data. The number of locals from which no information was on hand appears in Tables 1 and 3. The corresponding entry for these locals in the membership column in Tables 1 and 3 represents the difference between the Canada-wide membership total based on the survey of union headquarters mentioned earlier and the membership reported by the responding locals.

The uneven quality of the basic source data and the practical difficulties inherent in the processing of the returns necessarily reduce the accuracy of the results. The statistics presented here, therefore, indicate only in a broad and approximate way the industrial and geographic distribution of organized labour in Canada.

The information for this article was obtained by the Collective Bargaining Section of the Economics and Research Branch from local union secretaries, whose co-operation is gratefully acknowledged.

TABLE 1—UNION MEMBERSHIP BY INDUSTRY, 1959

Industry	Locals	Membership
Logging*	19	39,300
Fishing	16	5,700
Mining	160	53,300
Metal	72	32,300
Fuels	47	12,500
Non-metal	25	7,500
Quarrying	16	1,000
Manufacturing	2,049	543,200
Food	215	45,200
Beverages	57	9,900
Tobacco products	9	5,900
Rubber products	29	11,900
Leather products	53	9,500
Textile products	101	24,000
Clothing	119	44,700
Wood products	130	27,600
Paper products	276	60,500
Printing and publishing	182	29,600
Iron and steel products	345	87,300
Transportation equipment	148	86,300
Non-ferrous metal products	69	27,900
Electrical apparatus and supplies	90	36,300
Non-metallic mineral products	99	15,500
Products of petroleum and coal	17	3,800
Chemical products	77	12,900
Miscellaneous industries	33	4,400
Construction	539	150,900
Transportation, storage, communication	1,548	300,600
Air transport and airports	51	6,600
Railways	1,159	166,800
<i>Running trades</i>	333	37,100
<i>Non-operating unions</i>	826	129,700
Busses and streetcars	52	18,100
Water transport and incidental services	81	37,400
Other transport	36	21,800
Storage	17	4,800
Communication	152	45,100
Public utilities	118	33,500
Trade	147	39,300
Finance, insurance, real estate	4	200
Service	1,364	192,100
Community or public service	157	37,400
Government service	986	108,200
Recreation service	80	18,600
Business service	22	2,100
Personal service	119	25,800
Industry not reported	45	1,3600
No return	754	86,900
Totals	6,763	1,458,600

*Includes some sawmilling.

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1959

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
Logging	Carpenters (AFL-CIO/CLC) Woodcutters, Farmers' Union (Ind.) Woodworkers (AFL-CIO/CLC)
Fishing	Native Brotherhood of B.C. (Ind.) United Fishermen (Ind.)
Mining	
Metal	Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Fuels	Mine Workers (Ind.)
Non-metal	Mining Employees' Federation (CCCL) Steelworkers (AFL-CIO/CLC)
Quarrying	Cement Workers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Manufacturing	
Food	Packinghouse Workers (AFL-CIO/CLC)
Beverages	Association des Employes de Molson (Ind.) Brewery Workers (AFL-CIO/CLC) CLC-chartered locals Distillery Workers (AFL-CIO/CLC)
Tobacco products	Tobacco Workers (AFL-CIO/CLC)
Rubber products	CLC-chartered locals Rubber Workers (AFL-CIO/CLC)
Leather products	Leather and Plastic Workers (AFL-CIO/CLC) Leather and Shoe Workers' Federation (CCCL) Packinghouse Workers (AFL-CIO/CLC) Shoe Workers (AFL-CIO/CLC)
Textile products	Textile Federation (CCCL) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Clothing	Amalgamated Clothing Workers (AFL-CIO/CLC) Ladies Garment Workers (AFL-CIO/CLC)
Wood products	Woodworkers (AFL-CIO/CLC)
Paper products	Papermakers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC) Pulp and Paper Workers' Federation (CCCL)
Printing and publishing	Bookbinders (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Printing Trades' Federation (CCCL) Typographical Union (AFL-CIO/CLC)
Iron and steel products	Auto Workers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Transportation equipment	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC)
Non-ferrous metal products	Metal Trades' Federation (CCCL) Steelworkers (AFL-CIO/CLC)
Electrical apparatus and supplies	I.U.E. (AFL-CIO/CLC) Northern Electric Employees (Ind.) U.E. (Ind.)
Non-metallic mineral products	Cement Workers (AFL-CIO/CLC) CLC-chartered locals Chemical Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC)
Products of petroleum and coal	Oil Workers (AFL-CIO/CLC) Operating Engineers (AFL-CIO)

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1959—(Cont'd)

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
Chemical products	CCCL-chartered locals Chemical Workers (AFL-CIO/CLC) Mine Workers (Ind.) Oil Workers (AFL-CIO/CLC)
Miscellaneous industries	Auto Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) I.U.E. (AFL-CIO/CLC)
Construction	Building Workers' Federation (CCCL) Carpenters (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
Transportation, storage, communication	
Air transport and airports	Air Line Pilots (Ind.) Machinists (AFL-CIO/CLC) T.C.A. Sales Employees (Ind.)
Railways	
<i>Running trades</i>	Locomotive Engineers (Ind.) Locomotive Firemen and Enginemen (AFL-CIO/CLC) Trainmen (AFL-CIO/CLC)
<i>Non-operating unions</i>	Maintenance of Way (AFL-CIO/CLC) Railway Carmen (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)
Buses and street cars	Railway, Transport and General Workers (CLC) Street Railway Employees (AFL-CIO/CLC)
Water transport and incidental services	I.L.A. (AFL-CIO/CLC) Seafarers (AFL-CIO)
Other transport	Teamsters (Ind.)
Storage	Railway Clerks (AFL-CIO/CLC) Teamsters (Ind.)
Communication	B.C. Telephone Workers (Ind.) Canadian Telephone Employees (Ind.) I.B.E.W. (AFL-CIO/CLC) Traffic Employees (Ind.)
Public utilities	I.B.E.W. (AFL-CIO/CLC) Public Service Employees (CLC)
Trade	Retail Clerks (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO/CLC) Teamsters (Ind.)
Service	
Community or public service	Building Service Employees (AFL-CIO/CLC) Public Employees (CLC) Service Employees' Federation (CCCL)
Government service	B.C. Government Employees (CLC) Public Employees (CLC)
Recreation service	Authors and Artists (CLC) Musicians (AFL-CIO/CLC)
Business service	CCCL-chartered locals CLC-chartered locals I.B.E.W. (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC)
Personal service	Hotel Employees (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)

TABLE 3—UNION MEMBERSHIP BY PROVINCE, 1959

Province	Number of Locals	Locals Reporting	
		Number	Membership
Newfoundland.....	121	104	19,200
Prince Edward Island.....	29	23	1,400
Nova Scotia.....	334	306	41,700
New Brunswick.....	293	275	29,800
Quebec.....	1,498	1,278	337,200
Ontario.....	2,594	2,287	555,200
Manitoba.....	311	282	58,400
Saskatchewan.....	372	321	40,100
Alberta.....	416	376	67,400
British Columbia.....	768	732	187,600
Yukon and Northwest Territories.....	10	8	600
Two or more provinces*.....	17	17	33,100
No return.....		754	86,900
Totals.....	6,763	6,763	1,458,600

*Mainly Seafarers, Railroad Telegraphers, Commercial Telegraphers and Actors' Equity.

TABLE 4—UNION MEMBERSHIP BY LABOUR MARKET AREA, 1959

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
Newfoundland			
Corner Brook.....	25	3,300	
Grand Falls.....	23	2,600	
St. John's.....	53	11,700	
Two or more areas.....	3	1,600	
Prince Edward Island			
Charlottetown.....	19	1,100	Summerside
Nova Scotia			
Amherst.....	17	1,500	
Halifax.....	92	14,200	Bridgewater, Inverness, Liverpool, Springhill, Yarmouth
Kentville.....	24	1,500	
New Glasgow.....	35	4,600	
Sydney.....	82	15,400	
Tiruro.....	18	1,100	
Two or more areas.....	4	500	
New Brunswick			
Bathurst.....	19	1,800	Minto, St. Stephen, Sussex, Woodstock
Campbellton.....	23	3,300	
Edmundston.....	19	1,600	
Fredericton.....	27	1,800	
Moncton.....	53	6,600	
Newcastle.....	11	1,200	
Saint John.....	86	10,100	
Two or more areas.....	4	800	
Québec			
Asbestos.....	3	2,000	Gaspé*, Maniwaki, Mont-Laurier, Montmagny
Beauharnois.....	8	1,200	
Buckingham.....	9	1,000	
Drummondville.....	16	2,100	
Farnham-Granby*	38	4,200	
Hull* (included with Ottawa, Ont.)			
Joliette.....	28	2,500	
La Tuque.....	11	1,400	
Lac St. Jean*	77	13,200	
Lachute-Ste.-Thérèse*	9	2,000	
Montréal*	451	199,600	
Québec-Lévis*	143	31,100	
Québec North Shore*	30	7,700	
Rimouski.....	15	1,700	
Rivière du Loup.....	20	1,200	
Rouyn-Val d'Or*	29	2,600	
St. Hyacinthe.....	26	4,600	
St. Jean.....	24	2,800	
Ste. Agathe-St. Jérôme*	16	2,600	
Shawinigan.....	34	5,900	
Sherbrooke*	78	9,900	
Sorel.....	12	3,400	
Thetford-Mégantic-St. Georges*	25	3,800	
Trois Rivières*	61	9,600	
Valleyfield.....	19	2,800	
Victoriaville.....	23	3,100	
Two or more areas.....	14	6,300	

TABLE 4—UNION MEMBERSHIP BY LABOUR MARKET AREA, 1959—(Cont'd)

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
Ontario			
Barrie.....	16	1,200	
Belleville-Trenton*	44	5,400	
Brampton.....	14	1,300	
Brantford.....	52	9,200	
Brockville.....	18	2,500	
Chatham.....	22	3,100	
Cobourg.....	17	1,200	
Cornwall.....	30	8,100	
Fort Frances.....	18	1,300	
Fort William-Port Arthur*	112	29,800	
Galt.....	46	4,200	
Guelph.....	39	5,300	
Hamilton.....	146	43,100	
Kapuskasing.....	12	6,000	
Kenora.....	29	3,600	
Kingston.....	38	5,800	
Kitchener.....	51	10,200	
London.....	94	17,500	
Niagara Peninsula*	173	24,600	
North Bay.....	41	4,300	
Oshawa.....	41	17,000	
Ottawa-Hull*	127	24,500	
Owen Sound.....	20	1,600	
Pembroke.....	29	2,600	
Peterborough.....	49	8,100	
Prescott.....	8	1,300	
St. Thomas.....	44	3,200	
Sarnia.....	37	7,500	
Sault Ste. Marie.....	46	10,800	
Smiths Falls.....	19	1,300	
Stratford.....	37	2,900	
Sudbury*	60	28,800	
Timmins-Kirkland Lake*	55	4,800	
Toronto*	454	174,700	
Wallaceburg.....	5	1,000	
Windsor.....	87	32,900	
Woodstock-Tillsonburg*	23	3,200	
Two or more areas.....	22	33,400	
Manitoba			
Brandon.....	35	2,000	
Flin Flon.....	12	2,700	
Winnipeg.....	204	50,900	
Two or more areas.....	3	1,300	
Saskatchewan			
Moose Jaw.....	46	4,900	
Prince Albert.....	33	2,900	
Regina.....	76	13,900	
Saskatoon.....	92	10,900	
Weyburn.....	9	1,000	
Yorkton.....	22	1,300	
Two or more areas.....	6	2,400	
Alberta			
Blairmore.....	12	1,200	
Calgary.....	109	24,000	
Drumheller.....	21	1,500	
Edmonton.....	143	32,200	
Lethbridge.....	40	2,800	
Medicine Hat.....	25	2,500	
Red Deer.....	18	1,400	
Two or more areas.....	2	1,800	
British Columbia			
Central Vancouver Island*	60	10,800	
Cranbrook.....	25	3,300	
Kamloops.....	29	2,500	
Kitimat.....	11	2,000	
Okanagan Valley*	59	7,400	
Prince George.....	26	3,200	
Prince Rupert.....	32	3,800	
Trail-Nelson*	38	5,500	
Vancouver-New Westminster*	334	129,600	
Victoria.....	87	16,000	
Two or more areas.....	2	1,400	

*Indicates labour market area comprising two or more N.E.S. local office areas. See Appendix.

LABOUR MARKET AREAS COMPRISING TWO OR MORE LOCAL OFFICE AREAS

Labour market areas appear in bold type, followed by names of the component N.E.S. local office areas in light type.

Québec

Farnham-Granby: Cowansville, Farnham, Granby. **Gaspé:** Causapscal, Chandler, Gaspé, Matane, New Richmond. **Lac St. Jean:** Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval, Ville d'Alma. **Lachute-Ste Thérèse:** Lachute, Ste Thérèse. **Montreal:** Montréal, Ste Anne de Bellevue. **Québec-Lévis:** Lévis, Québec. **Quebec North Shore:** Baie Comeau, Forestville, La Malbaie, Sept Iles. **Rouyn-Val d'Or:** Rouyn, Val d'Or. **Ste Agathe-St Jérôme:** Ste Agathe, St Jérôme. **Sherbrooke:** Magog, Sherbrooke, Thetford-Mégantic-St Georges: Mégantic, Thetford Mines, Ville St Georges, **Trois Rivières:** Louiseville, Trois Rivières.

Ontario

Belleville-Trenton: Belleville, Trenton. **Fort William-Port Arthur:** Fort William, Port Arthur. **Niagara Peninsula:** Fort Erie, Niagara Falls, Port Colborne, St. Catharines, Welland. **Ottawa-Hull:** Hull, Que., Ottawa, Ont. **Sudbury:** Elliot Lake, Sudbury. **Timmins-Kirkland Lake:** Kirkland Lake, Timmins. **Toronto:** Long Branch, Newmarket, Oakville, Toronto, Weston. **Woodstock-Tillsonburg:** Tillsonburg, Woodstock.

British Columbia

Central Vancouver Island: Courtenay, Duncan, Nanaimo, Port Alberni. **Okanagan Valley:** Kelowna, Penticton, Vernon. **Trail-Nelson:** Nelson, Trail. **Vancouver-New Westminster:** Mission City, New Westminster, Vancouver.

Two Broadcasts on Older Worker Problem

George G. Blackburn and Ian Campbell of the Department of Labour deliver talks on Department's weekly radio program, "Canada at Work," heard over 79 stations

Two broadcasts dealing with the problem of the employment of older workers were presented over the Department's weekly radio program, "Canada at Work," during July and August. The program is carried by 79 independent stations from coast to coast.

The speakers were George G. Blackburn, Director of Information of the federal Department of Labour, and Ian Campbell, National Co-ordinator of Civilian Rehabilitation and Chairman of the Interdepartmental Committee on the Problem of the Older Worker. Complete texts of their talks follow.

George G. Blackburn

How often have you said to yourself—"Gad! I'm getting stupid; I must be getting old! We say it when we forget an appointment, misplace a file, are unable to solve a complex problem, forget the birthday of a relative, and so on. We have said it so often, and we have heard it said so often, that we firmly believe that with each passing year we have less mental ability.

However, we should start being honest with ourselves. If we look back over our childhood, we can recall a whole series of missed appointments, misplaced articles,

school examination problems we couldn't solve, and our ability to remember dates of any kind was hardly perfect. In other words, let's admit we were always a bit thick between the ears and we're darn lucky to have reached the exalted position we now occupy. We have what we have, not because of early genius, but because of hard work and experience to say nothing of the breaks. Let's stop kidding ourselves that we had greater mental ability at 21 than we now have in our 40s, 50s and 60s.

This myth of decreasing mental ability wouldn't be worth examining if it were just an individual problem, but the myth has a serious effect on society for it colours the hiring policy of the nation and is one of the chief causes of prejudice against hiring the man over the age of 40, especially for jobs requiring training.

Let's see what the experts say about age and mental ability. Even when they take into consideration the fact that we have learned a lot during the passing years and have a lot of stored information useful in passing judgment on any subject, which we didn't have when we were kids, they find

that as opposed to the popular theory that we lose ground mentally as we grow older after 40, we actually get smarter.

Dr. Irving Lorge, executive officer of the Institute of Psychological Research, Teachers College, Columbia University, says "Intellectual power in and of itself does not change from 20 to beyond 60 and in some of the intellectual abilities there is a modicum of gain."

Senator Thomas Desmond, Chairman, New York State Joint Legislative Committee on Problems of the Aging, put the case even stronger when he said, "Psychologists have found that the mind is still young at 50 and that the brain does not reach its zenith until 10 years later. From 60 on, mental efficiency declines very slowly to the age of 80. Even at 80, many people are just as productive mentally as they were at 30, and they have an additional vast store of knowledge accumulated over half a century from which they can draw."

Psychologists now believe that many of the earlier investigations of age in relation to mental abilities were misleading. These studies were often cross-sectional, comparing, for example, the mental abilities of 20-year-olds with those of 50-year-olds. Because the younger people were generally better educated than the older ones, and more accustomed to taking tests, results were often distorted. More recent investigations have been based on follow-up studies.

One such study showed that bright people get even brighter as they age. Two California psychologists recently gave "concept mastery" tests to 1,103 highly intelligent adults, some of whom have taken part since childhood in a continuing study of what happens to gifted children when they grow up. The results indicated that the mental capacities of these gifted adults had been steadily increasing between ages 20 and 50. No limits to improvement are yet in sight.

But it isn't just gifted persons who improve mentally with age. A former director of the Moosehaven Research Laboratory for Gerontology in Orange Park, Fla., conducted a series of tests with elderly people whose intelligence in the past had been only average. Some of these men and women kept on scoring higher right through their 70s and 80s.

Scientific studies summarized at the annual Conference on Aging held at the University of Michigan in June, 1959, offer further evidence that specific mental abilities such as memory and the ability to learn do not decline any more than does general intelligence.

A University of Michigan test indicated that there is no difference in the ability of young, middle-aged or old to recall specific incidents. And in a nonsense-paragraph experiment the older people, though taking longer in preparation, were more accurate in remembering the words.

But probably the most conclusive evidence on the subject of mental ability and its relation to age comes from a scientific study in the United States by two psychologists of Iowa State College, for the Office of Naval Research. It shows that mental ability is greater at 50 than at 20. In this test, 127 men who had been given the army alpha intelligence test in 1919 were retested 31 years later. The results showed that they were intellectually more able in their maturity than they were as young men. The study eliminates the effects of social background and experience on the ability of the individuals to achieve better scores in the tests at the age of 50 than they did 30 years previously.

The psychologists reported: "Nowhere was there any sign that brains had grown rusty. On the contrary, the increase in most mental capacities was tremendous." Scores were higher in general-information quizzes, as might be expected after four years of college and three decades of practical experience. Higher also were scores in tests requiring practical judgment. "But most impressive of all was an increase in scores in certain categories where logic and clear thinking are required. The inescapable conclusion is that most people are smarter at 50 than at the brink of maturity, when we usually think of brains as being agile and most receptive."

The experts say that the primary obstacle which prevents older people from learning new techniques is the tendency of employers to classify all older workers as inflexible, thus creating the illusion that older persons are incapable of learning.

Our culture, too, has given rise to incorrect assumptions about learning ability. Learning is associated with high schools, universities and youth. Our efficient society tends to place people in categories, not allowing for individual differences, and attributes to these groups qualities which they do not possess. Therefore, the older person in his 60s attending high school or university classes is singled out as an unusual individual—out of his category in the social structure. Society does not recognize that, in the words of Dr. Edward I. Stieglitz, noted U.S. geriatrician, "It is quite possible to teach an old dog new tricks, if the teacher knows more than the dog, and the dog wants to learn."

There is the man who took a law course in his late 70s and is now practising his new profession at the age of 85. It might be argued that these and many other isolated examples are the exception, but the element of chance in learning was eliminated by a series of group tests conducted by the Institute of Psychological Research, Columbia University, on 300 individuals ranging in age from 20 to 70.

It was decided to teach these people the Russian language, which none of them knew. The individuals were matched for intellectual ability and were formed into three groups, one aged 20 to 25, another 27 to 37, and the third group 40 years and older. All individuals were instructed at the same time, 100 in a room to a teacher. In the course of two months, on the average, these people learned as much Russian as the institution can give to the average college graduate in about one year. There was no significant difference between the young and the old in the amount of Russian learned. In fact, one of the older persons used his Russian to translate a technical monograph and had it published.

It was decided to corroborate this particular experiment by teaching Pitman shorthand. The group was divided in the same way as in the former experiment and lessons were given for about two months. These people learned enough shorthand to be useful to them, and it was found again that there was not significant difference between young and old.

In terms of industrial application, the Institute tried to teach the same group of people skills that would be useful in industry. Some of the skills were mechanical and some were clerical. It was found that there was nothing in terms of the kind of skills taught that older people could not learn.

In addition to being able to learn well, older people bring to a job many more assets than younger employees. Persons past 40 possess know-how and skills which cannot be duplicated, and have a tremendous capacity for the utilization of experience and for the application of stored knowledge to meet new problems and to master new devices.

Do we grow stupid as we grow older? The few executives past 40, who believe that the ability to learn is monopolized by youth, will say "yes". Believing themselves exceptions, they will continue to decide the fate of people's employment and security through restrictive hiring policies.

Those people who have access to scientific evidence, which shows conclusively that mental capacity increases with age,

will answer "no", and will continue to predict that the day will come when all business leaders will learn the importance of enlightened employment and personnel policies based, not on prejudices, but on fact alone. After all, it is possible to learn at any age.

Ian Campbell

How often do you hear people say, "I'm not half the man I used to be"? I am sure all of us have heard this statement at one time or another or perhaps we have even made the remark ourselves.

Many people talk about getting old and about slowing down. In fact, it has come to the point where people are beginning to believe what probably started out to be no more than a casual remark, perhaps even a joke.

There is no doubt that we tend to excuse our actions and many of our deeds with some statement about growing old. This state of mind is part of our way of life and it is likely we will find men and women in most occupations who are willing to admit that they are on the downhill grade.

For example, in the selling business, which requires initiative, drive, imagination, and in some cases, physical endurance, there are those individuals who believe they are not the men they used to be. Many of these people are in their 40s and early 50s and are in good health. Yet they are slowly persuading themselves and others that they are growing old and that their performance is declining.

To what extent is this true? Does a salesman's performance decrease after 40? Does this magic number really mean the difference between a good salesman and one who is slowly tapering off?

In answer to a recent letter which the Minister of Labour sent to Canadian employers asking for their opinion on the older worker problem, a large number of sales organizations indicated that the backbone of their sales force was the over-40 age group.

Many retail stores praised older sales clerks for their general performance. Some stores, especially women's dress shops, said that the older women built up clientele who returned again and again to be served by the same woman and refused to accept any other clerk.

Not only did some of these stores hire people of 40 and 50 years of age, but a few had hired retired persons for both part-time and full-time positions and had found these people to be very satisfactory.

In the service industries, generally, the older worker was rated very high in his performance. Business after business spoke of the excellent records of persons over 40 and of their steady influence on younger workers.

Of course, there were a few companies, both in the trade and service industries which did not have this same confidence in the ability of older workers. In most of these cases, particularly where selling was concerned, the companies thought that older workers were unable to stand the long hours and the physical activity sometimes involved in this type of employment.

It was this latter thinking which, a few years ago, led the federal Government's Interdepartmental Committee on Older Workers to suggest that a study be undertaken to check the frequent claim that, as chronological age advances, job performance declines. The study, which was recently released, was carried out by the Economics and Research Branch of the Department of Labour in collaboration with two large Canadian department stores.

The results did *not* show that a slowdown comes with age 40, that older persons are only half their former selves. On the contrary, it indicated, in a comparison with other age groups, that older salesmen are often better salesmen, that new employees over 40 become better performers in a shorter period of time than other new employees, and that, in effect, salesmanship often begins at 40.

Here are some of the specific findings outlined in the booklet "Age and Performance in the Retail Trade":

Sales performance increases until somewhere between 51 and 55 years of age and declines slowly in the years that follow. In all cases, the average score for employees over the age of 60 compares favourably with those of employees below the age of 51.

The record of performance of people past 40 is as good as that of other employees, if not better.

The sales person hired after the age of 40 becomes a better performer within a shorter period of time than do those new employees under 40.

The majority of the departmental supervisors, managers and assistant managers stated they had a definite preference for employees over the age of 40 and 45.

Their reasons for this preference were that older people are more consistent performers; they have a highly developed sense of responsibility; they have a more settled

attitude toward their jobs; and most important of all, they inspire confidence in the customer.

Much the same findings were uncovered in a study of office workers in the United States. These experts concluded that the differences in the output per man-hour among age groups of office workers were for the most part insignificant.

They also found that there was considerable variation in performance among workers within age groups, so that large proportions of older workers exceeded the average performance of younger groups.

But probably most important of all was the fact that office workers in the older age groups had a steadier rate of output with considerably less variation from week to week. Similar factual analyses of production and performance in other industries have shown much the same picture.

What these studies mean is that when a man over 40 says he isn't half the man he used to be he really *is* joking. He is probably an above-average performer in his occupation. Studies in other fields have supported this fact. In costly matters such as turnover, absenteeism and accidents, the average worker over 40 rates higher than other age groups. Each year, because of rapid turnover, industry generally loses thousands of dollars invested in trained or partially-trained personnel. This tendency to leave a job is not as prevalent among people over 40, who are usually more settled in their work habits.

A study of turnover rates at 3.9 million workers in the United States showed definitely that separation rates were lower for persons over the age of 45.

In the case of studies of absenteeism, it was found that in every age group above 50, workers lose fewer days on the job than in age groups below 50. People under 20 have the highest absenteeism rates, one study concludes, and the average rate of 3.4 days absent per 100 days of work is not reached or bettered until workers pass the age of 35.

Accidents are also fewer among over-40 employees, according to a number of studies made in Canada and the United States. There is a substantial drop in the number of non-disabling accidents after the age of 40 and the best accident record is held, strange as it may seem, by those workers in the age group 70 to 74. It is true that in some cases older workers are in less risky jobs, but even when this factor is considered, there is little change in the results.

If the older worker problem could be condensed into a few words, it might boil

down to two main things—Many people think they are growing old and too many people are ready to believe them.

There is little doubt that people do convince themselves and others that they are beginning to lose some of their faculties. For instance, most people readily believe that a certain age brings an end to a person's participation in certain activities. There is a tendency to start dividing work, sports and other human endeavour into packages and labelling them by age groups.

This attitude is one of the many reasons why some employers place age restrictions on jobs which could be done effectively by a qualified person from any age group. The actions and deeds we think belong to certain age groups are often more important to an employer in determining whether or not a person gets a job than is that person's ability to do the job.

Many employers will praise a worker over 40 who has been employed by them for a number of years. They'll call such a worker responsible, productive, steady and so on. They know his record, his performance and the other good features about him. They keep him on because he is a very valuable man to the company. Yet the man over 40 "outside" the plant, perhaps out of work through no fault of his own, is the proverbial "horse of a different colour." He is not, in the eyes of the employer, capable of doing the job being done by the man his own age who is on the "inside." Many employers, by specifying age limits for jobs are not even giving this "outside" man the chance to show his qualifications at an interview, let alone the chance to prove his value. He has been put in a package and labelled incapable of doing a good day's work.

Older workers, themselves, may have helped foster this attitude. Often they fail to sell themselves and their experience. They feel they are growing old and they start to believe in the myth that they are slowing down. Many times they fall short in a job interview because of a self-imposed inferiority complex.

It is quite probable that a number of over-40 job applicants have failed to win a position because of this habit of underselling achievements and ability. By being over-modest, a job applicant can give the impression of muddled thinking and lack of initiative, and can create an atmosphere which marks him as a slow producer. This approach also gives the employer more reason to believe that he is right in thinking that people over 40 are less productive.

There is a lot of wisdom in the well-worn statement that "You're just as old as you feel." As far as the job applicant is concerned, one might alter that old saying to read "You're as old as you feel... And you look it." For it makes sense that if you are convinced you are growing old and slowing down, then it will be easy to convince your potential employer.

Perhaps all of us can help to ease the problem of the older worker in this respect. We—and I mean everyone—could start by stopping our tendency to place people in packages, trying to make them fit some ill-conceived pattern. We might spend more time thinking of people as individuals who can make valuable contributions to the progress of our nation whether they are 20 or 70.

But most of all, there is little doubt that what we need are fewer people thinking about growing old and even fewer people ready to believe them.

A merger of two AFL-CIO affiliates in the paper-making and printing industries has been brought a step closer to realization with the recent signing of a "unity declaration" by the United Paper Makers and Paper Workers and the International Printing Pressmen and Assistant's Union of North America. The two unions are closely associated in their operations.

"Aside from the fact that thousands of UPP and Pressmen Union members are right now under contract to the same employers, there has been a tremendous growth in integration of paper and graphic arts production," said UPP Executive Vice-President Harry Sayre.

A merger of the two unions would bring together more than 250,000 workers employed in the pulp and paper, and the printing industries in Canada and the United States. It would also pave the way toward a further uniting of unions in the industries. The unity declaration says that the "ultimate objective is complete organic unity and full merger of all unions in the printing, paper and paper converting field into one organization."

The Paper Makers have close to 10,000 members in Canada; the Printing Pressmen, about 8,000.

1960 LABOUR DAY MESSAGES



Hon. Michael Starr,
Minister of Labour

Great progress has been made in the improvement of working and living conditions in Canada. Everyone is conscious of the forward strides made in the improvement of rates of pay, reduced working hours, shortened work week, annual holidays with pay, retirement pension plans and a variety of social welfare programs. Everyone is aware of the improvement in recent times in the physical arrangement and design of modern plant and equipment, resulting in healthier and less hazardous working conditions.

However, with every advance, new problems are created, and the present era has created its share—not the least of which arise from the diminishing proportion of unskilled and semi-skilled jobs in the economy.

The progress we have made in recent times would not have been possible without increased efficiency deriving from the imaginative use of better machines and the improved skill and knowledge of the men producing and operating these machines. We know as well that the introduction of new and better machines must continue if our products are to remain competitive and our standard of living is to continue to improve.

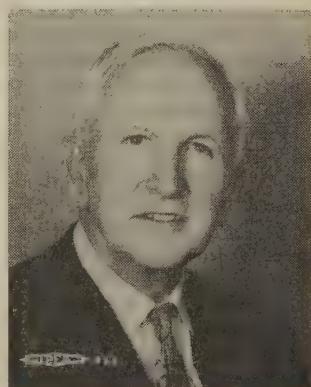
But the introduction of machines inevitably increases the proportion of professional, technical and skilled occupations at the expense of unskilled and semi-skilled occupations, and this trend has been greatly accelerated in recent times. When this fact is considered in the light of the high rate of drop-outs of our young people



Claude Jodoin



Roger Mathieu



A. A. Hutchinson

from schools before graduation, we see a problem of serious proportions facing us unless all of us do what we can to reverse this trend.

It is an appalling fact that 70 per cent of our young people are dropping out of school before reaching junior matriculation, thereby restricting themselves to a large extent to competing for the unskilled and semi-skilled jobs, which now represent only 30 per cent of all the jobs in the economy.

It is obvious that this trend cannot continue without a great many people suffering real hardship, particularly as they advance in years.

Both as parents and community leaders, we must take a realistic look at the impact of advanced technology and automation on Canadian business and industry in recent years. What was adequate yesterday in the way of education is becoming less and less adequate today, as more and more basic education is required to understand the theories and laws involved in the production and maintenance of the complex machines and products we now enjoy.

Just as our country has advanced, so our need for more education has increased, and every adult has a responsibility to acquaint himself with the facts and bring them to the attention of the youth of Canada.

Claude Jodoin, President, Canadian Labour Congress

Labour Day in many respects marks the start of a new year. The holiday season ends and many organizations and activities return to a more active period. As we enter this period the Canadian labour movement faces many challenges. One of the greatest of these—and one which we share with all Canadian citizens—is the challenge of unemployment.

With the arrival of fall all too many Canadians know that they face months of uncertainty; months in which they will wonder, almost from day to day, whether or not they will have a job. Winter unemployment has become an established but unwarranted part of the Canadian economic picture. But more recently we have been experiencing conditions in which the toll of unemployment spreads into the warmer months, and for a great many people is a year-round threat.

The challenge we now face with regard to unemployment is indeed a serious one, and one which is in many respects different to that of other periods. Most of us can recall the days in which the country's whole economy slowed down and thousands of men and women waited in line for jobs. Today the economy of our country continues to operate at a high level, production is well up; and yet, at the same time, we have hundreds of thousands of men and women deprived of the right to work.

It has been estimated that the waste from unemployment has reached the neighbourhood of \$3,000,000,000. We are a rich country but we cannot afford waste of this magnitude. And beyond the dollars and cents loss is the far greater toll which unemployment takes in human suffering.

This holiday is observed to honour the men and women who labour for a living.

I would suggest that Labour Day 1960 is a day on which we should dedicate ourselves to giving every Canadian the opportunity to labour for a living.

We are justifiably proud of the standard of living which we, as Canadians, enjoy; yet across our country there are vast unmet needs. How many communities have adequate schools and hospitals? Where is the community with a completed program of parks and roads and other services? Where are people assured of reasonable housing at prices they can afford to pay? We still have much to do.

And at the same time we are rapidly developing means of increasing our production and turning out more goods and services with less labour. These technical developments can surely provide a brighter future for all Canadians if they are introduced and used with the common good in mind.

These, then, are times of both challenge and opportunity which call for thought and effort on the part of all sections of the community. As a labour movement we stand ready to do our part and to co-operate with other groups. A year ago we made reference to the intensive attacks being made from some quarters on the organized labour movement. It may be that these attacks have now reached their peak but there is new evidence of a desire on the part of some employers to adopt a "let's push-Labour-around" attitude. If they do follow such a course it will indeed be unfortunate. Such a negative policy will make no contribution to a better Canada; but will rather interfere with the type of co-operation which is essential to the future. This may be an appropriate time to make the position of the Canadian Labour Congress clear. We are prepared and will be

happy to co-operate with all other groups in meeting the challenges which we, as Canadians, face in common. If, on the other hand, there are to be efforts to undercut the standards established democratically in collective agreements, then the responsibility for the conflict which will inevitably follow will rest on those who initiated it.

These are times in which our concern must inevitably go beyond our own national borders. When the Canadian Labour Congress held its biennial convention in Montreal a few months ago, we were hopeful of the approach of a better international climate. Those hopes were quickly shattered by the total failure of the Paris Summit Conference, later supplemented by the Soviet's withdrawal from the 10-member disarmament conference in Geneva.

We are still hopeful that fruitful negotiations may be resumed. The world, in today's circumstances, cannot tolerate a situation in which there is no serious attempt to begin solving these admittedly

difficult problems of disarmament leading to a lasting world peace. We, as an organization representing such a large section of the Canadian people, are keenly aware of the vital importance of these matters and are anxious to make whatever contribution we can toward a betterment of international conditions. In particular we seek positive and constructive action toward universal controlled disarmament.

It is regrettable that, on an occasion such as this, one should find it necessary to devote so much attention to matters of this nature; but they are problems that will not disappear simply by being ignored.

As a Canadian organization we retain strong optimism in the future of our country. We have faced and overcome problems before and we can do the same in the future. The Canadian labour movement has made a great contribution to the building of our nation and we look forward to making further contributions in the year and years ahead.

Roger Mathieu,

General President, Canadian and Catholic Confederation of Labour

(*Translation*)

This year, Labour Day falls in the midst of an atmosphere of general and legitimate concern.

On the international scene, the hope and optimism that buoyed the world last fall have faded in the face of the tactics of the cold war.

In our country, even before care has been taken to remedy the ever-acute and distressing unemployment situation, the threat of a worsening of the present recession darkens an already dim economic picture.

Faced with these two perils, it is important for the working population to assert both great calmness and all the vigilance of which it is capable. Panic would aggravate our troubles but negligence would be still worse. It is important that the active members of the labour movement as well as all citizens keep well posted on the situation and then get determinedly into action.

If it is normal for Christians to accept resignedly the inevitable trials, it is also their imperative duty to contribute to the improvement of all critical conditions that can be remedied.

Unemployment will continue to inflict misery on an increasing number of Cana-

dian homes until the entire working class, particularly the unions, decide to declare open war on this calamity and on those in authority who persistently refuse to interfere or to take effective measures to combat this scourge.

Either the authorities are in good faith and are competent to assume the responsibilities they have sought—and they must prove it without any more delay—or the people have no right to delay any longer and must immediately undertake to show that they mean business and are determined to solve this problem once and for all by taking the necessary steps. For its part, the CCCL does not intend to back away from what it considers to be its duty.

Finally, it is important that all Canadians cease burying their heads in the sand. To solve the serious problems of the moment, the world and Canada need each and every one of us. Let us all answer the call and do our part while there is still time.

On the eve of this new labour year, I bring to the entire working population the best wishes of the CCCL for fruitful action, for the year of more stable peace and prosperity, and for human relations more enlightened through justice and charity.

A. A. Hutchinson,
Chairman, National Legislative Committee,
International Railway Brotherhoods

On this day which is peculiarly Labour's own day our thoughts go back to those pioneers who established labour unions by their tremendous struggles, often at great personal sacrifice. We, who are enjoying the benefits of their heroic work, should not neglect to pay honour to them, who made this day possible.

I believe it can be said, without fear of contradiction, that no institution in the free world has done more to improve the lot of the people in general than has union labour. It has not only benefited those who are members of labour unions but has raised the living standards of all those who work, whether they belong to unions or not.

Railway labour is passing through a very trying period, in which technological improvements and automation are contriving to reduce the number of employees required to perform the work on our railways.

As far as transportation of passengers is concerned, changes in methods of transportation have contributed even more to reduced services and consequent reduction in employment. The principal factor is the private automobile, which, it is estimated, now accounts for about 85 per cent of passenger miles travelled, and sometimes even more than that large percentage.

The reduction in travel by rail has reduced revenues to a point where the railways claim that passenger travel is being subsidized by freight service, and efforts are being made, all too frequently successful, to reduce passenger services, sometimes to the detriment of communities and the travelling public and always to the detriment of employees who man the services.

The result is unemployment for many railway men. In other cases, where actual unemployment does not result, they are being forced to move their households to new locations in order to maintain their right to work. Resultant expense of moving

and loss, through having to sell homes at less than real value, are causing hardship, and up to this time no compensation for such expense and loss has been forthcoming.

Unemployment remains one of the great Canadian problems. We speak of the great resources of Canada and we are making increasing use of our natural resources; but we are neglecting to make full use of the greatest resources we have, the people who are ready and willing to perform productive work. Our labour force is being augmented each year from various sources but particularly from the fine young people of Canada who are reaching the age at which they enter the labour field. The problem is one that calls for concerted action by government, employers and labour and must be met if we are to have prosperity. There are a great many improvements required throughout Canada, some of which should be undertaken by governments and others by private industry.

I know that we have the necessary manpower to make these improvements and I feel sure that if government, management and labour collaborate ways can be found to utilize the manpower that is not now being used, thus benefiting the country as a whole and providing the dignity of labour to those who are ready willing and able to work. Canada is a comparatively wealthy country and surely we can afford to provide work for all those who wish to have it.

On this Labour Day we look forward to the time when the problem of unemployment will have been banished through the combined efforts of all those interested in the problem. On behalf of the National Legislative Committee, International Railway Brotherhoods, I wish to extend greetings and sincere best wishes for the solution of all labour's problems to all friends of labour everywhere.

"... The increasing trend to automation is throwing thousands of skilled workers out of work. One of our very real problems results from the displacement of workers in their late forties and fifties who, despite a variety of skills, find age a very real handicap to re-employment.

"These problems can be met only by three-way action by government, management and labour. It is our responsibility to see that such action is initiated."

—Labour Day Message,
Larry Sefton, Director,
United Steelworkers of America

Women in Retail Stores

British report stresses the need of improved staff training programs to raise the occupational status of retail selling. Knowledge of staff relationships cited as key to sound personnel policy. An insight into some social factors

Concern for the high rate of staff turnover and the difficulties experienced by retail stores in recruiting qualified staff recently led the Retail Distributors Association of Great Britain to sponsor a study of women in the retail trade. The report of the study¹, based on an analysis of interviews with 341 saleswomen in four department stores, gives an insight into the social and psychological factors that affect personal relations in retail selling.

Staff training and development—The study brought to light an urgent need to raise the status of the occupation and helped to clarify the relationship between status and adequate training. Existing training courses tended to put too much emphasis on systems and routines and failed to equip staff to meet the stresses and strains associated with the job of selling. "If training schemes aimed at developing the less tangible skills required . . . , the effect might well be to raise the status of selling; selling assistants might be made more aware that the service they had to offer was a really worthwhile one"².

Although recruitment of buyers and qualified supervisors of sales staff was one of the most difficult problems facing management, little had been done to encourage the development of supervisory ability among the staff already employed. Most of the saleswomen themselves were not particularly interested in advancement. The report recommends: "A sound management developing program . . . might help not only to overcome the difficulties experienced in the selection and recruitment of suitable supervisory staff but also to formulate a more clearly defined career pattern for those employed"³.

Working environment—The contrast between the glamorous façade of the store and the drabness of some of the facilities provided for the staff aroused their resentment. In general, department stores appeared to pay less attention than factories to physical conditions such as ventilation, heating, lighting and sanitation. "There seems to be insufficient appreciation of the fact that good working conditions have a direct long-term effect on physical health and affect mental attitudes. They also promote good staff relationships, for they are regarded

as symbolizing the attitude of management to staff⁴.

Personal relationships—The attitudes of customers were found to complicate relationships in stores and stresses arose from the fact that staff were working within a framework in which the 'customer is always right'.

It was noted that in choosing selling jobs women often were seeking status and companionship. When neither materialized, frustration resulted. Also, it was found that women with no special training regarded selling as the best employment available to them—"higher class", for example, than factory work. The saleswomen were therefore resentful of the low esteem in which their jobs seemed to be held.

Relationships with colleagues were affected by the fact that work in some departments had a higher prestige than work in others. These status problems also made it difficult for saleswomen to form friendships in the course of their work. Their loneliness was reflected in their fatigue, high in comparison with that found in other occupations.

Wages—The report lists two factors as being essential to a satisfactory pay policy in any organization. The general level of pay must be in line with that for comparable work in other establishments and the differences among earnings inside the organization must be based on a just evaluation of work done.

Most saleswomen interviewed were resentful because their level of pay, being lower than that of factory workers, did not adequately confirm their sense of social superiority. The commission system of payment and merit rating schemes, while admittedly providing an incentive to work harder, were generally disliked because they increased tension between individuals and between departments.

A personnel policy, sound as it may be in itself, the report concludes, "is dependent for its successful implementation on personal behaviour. Thus it is important that any policy devised should be based on an understanding of how people think and feel in their relationship with each other; the staff administration requires a detailed knowledge of the social organization of the store"⁵.

¹. *The Saleswoman* by Joan Woodward, published by Sir Isaac Pitman and Sons, Limited, London, 1960;
². See p. 19; ³. See p. 27; ⁴. See p. 4; ⁵. See p. 79.

50 Years Ago This Month

About 4,250 conductors, brakemen, baggagemen and yardmen strike Grand Trunk Railway after company rejects demand for same rates of pay and working rules as those prevailing on main railway systems in Eastern U.S. and Eastern Canada

A demand for the same rates of pay and rules of employment as those prevailing on the main railway systems of the Eastern United States and Eastern Canada led to a strike on the Grand Trunk Railway, which began on July 18 and ended on August 2, 1910. An account of the strike was given in the August 1910 issue of the *LABOUR GAZETTE*.

The employees involved were conductors, brakemen, baggagemen, and yardmen; about 4,250 were affected in Eastern Canada and the Eastern United States. The strike was described by the chief spokesman for the unions as "the largest strike in train and yard service that these organizations have ever been called upon to participate in."

C. M. Hays, President of the GTR, in a letter addressed to the employees' representatives shortly before the strike began, contended that the company could not at that time pay the same rates as the more prosperous railways of the Eastern United States. But he offered an increase that he said was equivalent to that recommended by the majority report of the conciliation board established to deal with the dispute. The majority report, which had been signed by the chairman and the employees' representative, had been rejected by the employees.

He said further that the company would pay the same wages as the CPR as soon as the GTR had finished construction of the line that was to connect it with the Grand Trunk Pacific in "the North-West." This connection, which he said should be completed within two years, would enable the company to participate in the higher traffic rates in effect in the North-West.

Some time before the strike began both parties had expressed willingness to submit the dispute to arbitration. Both, however, could not agree on the kind of board they were willing to submit the dispute to.

James Murdock, representing the unions' Committee Grand Trunk and Central Vermont, said in a letter to the Minister of Labour that the employees were willing to accept arbitration provided that a "mutually satisfactory" board could be secured. He expressly stated, however, that "mutually satisfactory," from our point of view, would mean the arbitration offered by us previously. The arbitration offered previously

was arbitration by the identical two-man board that had disposed of, in the words of the spokesmen for the employees, "identically the same questions" in connection with some 14 railways in the United States.

President Hays of the Grand Trunk, on the other hand, proposed submission to a board "composed of experienced railway men," whose decision both parties must agree to abide by.

On July 20, Hon. W. L. Mackenzie King, Minister of Labour, wrote to both parties trying to get them to agree to accept arbitration. The telegrams he received in reply were unsatisfactory. Further correspondence brought no result, and on July 24 the dispute seemed to be completely deadlocked. Yet on the evening of August 2 it was announced that, in the words of the *LABOUR GAZETTE*, "through Government intervention terms of settlement had been agreed upon."

The settlement was evidently brought about by the diplomacy of the Minister of Labour, who, at the request of the employees' representatives, went to Montreal on July 28; and of Sir Frederick Borden, Minister of Militia and Defence, who joined him there.

The two Ministers continued to keep the negotiations going until a settlement was reached, though the means by which they succeeded in their purpose were not divulged in the *LABOUR GAZETTE*'s report.

The main points in the agreement reached, which was dated July 31, were that the company undertook to "put into effect from May 1, 1910, the rates named in schedule of rates dated July 18, 1910 . . ." and that it also promised that on January 1, 1912, it would put into force in train and yard service the rates of pay and rules at that time in effect on the CPR's lines east of Fort William.

Referring to the terms of settlement, the *LABOUR GAZETTE* said that they appeared to constitute "a virtual acceptance by both parties . . . of the award of the board of conciliation and investigation," except that the standardization of rules and the extension of the mileage basis of pay instead of pay by the money was deferred until January 1, 1912, instead of becoming effective immediately.

INTERNATIONAL LABOUR ORGANIZATION

44th International Labour Conference

Convention and Recommendation on protection of workers against radiation, and Recommendation of consultation and co-operation between public authorities and employers' and workers' organizations are adopted. Three new members admitted

The 44th International Labour Conference, in session at Geneva from June 1 to 23, accomplished the following:

—Adopted a Convention, a Recommendation and a Resolution on the protection of workers against ionizing radiations.

—Adopted a Recommendation on consultation and co-operation between public authorities and employers' and workers' organizations at the industrial and national levels.

—Took preliminary action toward the adoption of international instruments on reduction of hours of work and workers' housing.

—Admitted three new member states, Cameroun, Federation of Mali and Republic of Togo, increasing membership of the International Labour Organization to 83 nations.

—Held a general discussion and adopted a Resolution on the contribution of the ILO to the raising of incomes and living conditions in rural communities, with particular reference to countries in process of development.

—Adopted Resolutions on the role of the ILO in the expansion of economic aid to developing countries, on measures to protect the living and working conditions of young workers, and concerning discrimination.

—Adopted an International Labour Organization budget of \$9,857,110 (United States dollars) for 1961. Canada's share will be 3.5 per cent, or \$344,999 gross.

—Held a general debate on the Director-General's Annual Report, on "Youth And Work."

Some 900 delegates, advisers and observers from 78 member countries and 17 territories attended the Conference, including 33 Ministers from countries in every region of the world. Observer delegations were present from the United Nations, specialized agencies and other official organizations.

Dr. Luis Alvarado, Peru's Minister of Labour and Indigenous Affairs, was elected Conference President; Stoyan Tonchev, Government Delegate of Bulgaria, Massoud Ghayour, Iran's Employer Delegate, and Syndulpho de Azevedo Pequeno, Brazil's Worker Delegate, were elected Vice-Presidents.

Canada's Worker, Employer and Government Delegates spoke in the debate on the Report of the Director-General.

Protection against Ionizing Radiations

By a vote of 253 to 1, with two abstentions, the Conference adopted a Convention concerning the protection of workers against the effects of ionizing radiations (full text on page 806). The Canadian delegation voted in favour of the Convention.

The Convention provides for measures for the effective protection of the health and safety of workers against ionizing radiations, with the condition that every effort be made to restrict the exposure of workers to ionizing radiations, and to avoid unnecessary exposures.

The Convention provides for the establishment of maximum permissible doses, and of maximum permissible amounts of radioactive substances that can be taken into the body; these are to be kept under constant review in the light of current knowledge. Appropriate radiation levels are to be fixed for workers over 18 years of age, and for those under the age of 18, but the Convention provides that no worker under the age of 16 shall be engaged in work involving ionizing radiations. Levels are also to be fixed for workers who are not directly engaged in radiation work, but who remain or pass where they may be exposed to ionizing radiations or radioactive substances.

The Convention also provides for the use of appropriate warnings to indicate the presence of radiation hazards, and for the instruction of workers in precautionary



—G. G. Vuarchex, Geneva

Government Delegation (above)—Seated: C. Rhodes Smith, Q.C., substitute delegate; George V. Haythorne, head of delegation; Paul Goulet, delegate. Standing: A. E. Gotlieb, John Mainwaring, Dr. E. A. Watkinson, R. P. Opie, H. T. Pammett, advisers; Donat Quimper, representing Quebec; Dr. M. E. Andal, adviser; and Henri Vachon, representing Quebec. Max Wershof, Q.C., substitute delegate, is not in picture.

Employer Delegation (below)—Seated: T. H. Robinson, delegate; Raymond Brunet, adviser. Standing: J. A. Hobbs, J. P. Després, H. Shoobridge, and A. D'Amato, advisers.



—Grant Collingwood, Toronto



Worker Delegation—(from left) Kalmen Kaplansky, Larry Sheffe and Roger Mathieu, advisers; Stanley Knowles, delegate; and H. F. Taft and H. A. Stockdale, advisers.

measures against such radiations. Monitoring of workers and places of work to measure the exposure of workers are provided for, together with a system of medical examinations to protect the health of workers.

By a vote of 257 to 0, with no abstentions, a Recommendation supplementing the Convention on radiations was adopted (full text on page 808). It covers in greater detail the matters dealt with in the Convention.

The Canadian delegation voted in favour.

The Resolution concerning the protection of female workers against ionizing radiations, considering that the employment of women of child-bearing age in radiation work presents special problems of a medical nature, and considering that scientific knowledge in this field has not yet permitted the competent international organizations to arrive at sufficiently precise practical conclusions to be embodied in the text of a Convention, requests the Governing Body to keep these problems under review in the light of advancing scientific knowledge, to ensure their continued study in collaboration with other international organizations, and to take appropriate action, including the consideration of this question as an agenda item at a future session of the Conference.

Consultation and Co-operation

A Recommendation concerning consultation and co-operation between public authorities and employers' and workers' organizations at the industrial and national levels was adopted by a vote of 217 to 0, with 34 abstentions. (full text on page 810). The Canadian delegation voted in favour of the Recommendation.

In part, the Recommendation states that "measures appropriate to national conditions should be taken to promote effective consultation and co-operation at the industrial and national levels between public authorities and employers' and workers' organizations, as well as between these organizations, on matters of mutual concern."

Such measures should be applied without discrimination of any kind against these organizations or among them on grounds such as the race, sex, religion, political opinion or national extraction of their members.

Such consultation and co-operation should not derogate from freedom of association or from the rights of employers' and workers' organizations, including their right of collective bargaining.

Consultation and co-operation should have the general objectives of promoting mutual understanding and good relations

between public authorities and employers' and workers' organizations, as well as between these organizations, with a view to developing the economy as a whole, or in its individual branches, improving conditions of work and raising standards of living.

Consultation and co-operation should aim, in particular, at joint consideration by employers' and workers' organizations of matters of mutual concern with a view to arriving, to the fullest possible extent, at agreed solutions. It should also ensure that public authorities seek the views, advice and assistance of employers' and workers' organizations on such matters as the preparation and implementation of laws and regulations affecting their interests; the establishment and functioning of national bodies such as those responsible for organization of employment, vocational training and retraining, labour protection, industrial health and safety, productivity, social security and welfare; and the elaboration and implementation of plans of economic and social development.

Since its inception and first session in 1919, the Conference has adopted 115 Conventions and 114 Recommendations.

Reduction of Hours of Work

The Conference approved by 123 votes to 43, with 28 abstentions, the conclusions of the technical committee charged with studying the question of the reduction of the hours of work.

These conclusions stated that "the existing international instrument concerning hours of work should be completed by a new instrument concerning the reduction of hours of work."

The Committee believed that the instrument should be in the form of a Recommendation, which should have as its object, on the one hand, to indicate the standard of the 40-hour week as a social standard, to be reached by stages if necessary, and, on the other hand, to set a maximum limit to normal hours of work.

It should further aim to indicate practical measures for the progressive reduction of hours of work, taking into account the differing economic and social conditions in the different countries as well as the variety of national practices for the regulation of hours and other conditions of work. It should also outline in broad terms methods by which the practical measures previously referred to might be applied.

The Conference adopted a resolution to place the question of reduction of hours of work on the agenda of the next session for second discussion, with a view to adoption

of a Recommendation. The resolution was adopted by 124 votes to 41, with 28 abstentions.

Workers' Housing

The committee on workers' housing adopted a set of conclusions with a view to the adoption, at the next session of the Conference in 1961, of a Recommendation.

The committee's report deals with the form of the instrument to be placed before the Conference for adoption. The instrument would apply to the housing of manual and non-manual workers, including those who are self-employed, and of aged, retired or physically handicapped persons.

The report outlines, as objectives of national housing policy, the promotion of construction of housing and related facilities with the aim that such housing should not cost the worker more than a reasonable proportion of his income, whether in the form of rent or in periodical payments toward purchase. Since large-scale production of permanent housing may compete directly with over-all programs for economic growth and development, housing should be co-ordinated with general and social economic policy, so that workers' housing may be given a degree of priority that takes into account the need for it and the requirements of balanced economic development, the report stated.

Competent national authorities should set up a central body with which should be associated all public authorities having some responsibility relating to housing. Such a body should be responsible for studying and assessing the needs for housing and related facilities, and for formulating housing programs, including slum clearance. Representatives of employers' and workers' organizations would be associated in the work of this central body. The report also points out the responsibility of public authorities to co-ordinate resources committed to housing, and to include in economic development programs measures to provide in the long run the skilled manpower, materials, equipment and finance required for housebuilding.

The report also touches upon the necessity for adequate scope for private, public and co-operative enterprise in housebuilding, and for public authorities to assume, to the required extent, responsibility for providing directly, or stimulating, the provision of workers' housing, especially rental housing. The report notes that it is to be recognized that it is not generally desirable for employers to provide housing for their workers directly, and that employers be encouraged to recognize the importance to

Dispute over Seating of Communist Delegates

The Appeals Board of the Conference decided to seat employer delegates from the U.S.S.R., Rumania, Czechoslovakia, Poland, Hungary, Byelorussia, Bulgaria, Yugoslavia and Ukraine as voting members of conference technical committees.

A similar decision was taken at the 43rd Session of the Conference in 1959, when the Appeals Board acted for the first time (L.G., Aug. 1959, p. 819).

The Appeals Board noted in its report to the Conference that it is not called upon to define the meaning of the term "employer" nor to pronounce upon the validity of credentials. By direction of the Conference its function is limited to considering appeals relating to participation in committees and to dealing with individual cases referred to it without prejudice to any other issue.

The principle which the Board is called upon to apply by the decision taken by the Conference is that of equality of treatment for all members of the Conference in respect of full participation in the work of the committees of the Conference.

The Chairman of the Appeals Board is Emil F. Sandstrom, former justice of the Supreme Court of Sweden. Members are Sir Hector Hetherington, Vice-Chancellor and Principal of the University of Glasgow, and K. Velloodi, Indian Ambassador to Switzerland.

Later, the Conference took no decision regarding the credentials of the Government and Employer Delegates of Hungary.

Objections to the credentials of the Government Delegates had been filed with the Conference's credentials committee in a letter signed by 31 employer delegates. The objection to the credentials of the Hungarian Employer Delegate was signed by 42 employer delegates.

The Conference, at the same time, adopted, by a vote of 159 to 80, with 15

abstentions, an amendment to the credentials committee's report "deplored the refusal of the Hungarian Government to comply with the request of the Governing Body to allow certain allegations of the infringement of trade union rights in Hungary to be referred to the Fact-Finding and Conciliation Commission."

The amendment, submitted by the Government of the Philippines, also expressed "the earnest hope that the Hungarian Government will yet comply with the request addressed to it by the Governing Body . . . and that fundamental human rights, including freedom of association, will be secured to the Hungarian people."

The majority report of the credentials committee noted that the General Assembly of the United Nations had decided to take no decision regarding the credentials submitted on behalf of the representatives of Hungary. The majority of the committee recommended that the Conference should take no decision regarding the credentials of the Hungarian Government and Employer Delegates in order not to prejudge the conclusion to which the General Assembly of the United Nations may come as a result of its examination of the problem.

Three days later, an estimated 50 delegates and observers from 55 Commonwealth, African and Asian countries walked out of the Conference when the South African Government Delegate, J. F. Hannah, Minister of Labour, arose to deliver his address. Similar action was taken at a previous sitting by a group of Afro-Asians when the South African Worker Delegate, Louis Petersen, began his address to the Conference.

Canada's worker delegation was among the group that left when Mr. Hannah arose to speak.

them of the provision of housing for their workers on an equitable basis by private or public agencies not connected with the employers. Safeguards for the independence and rights of workers in cases where housing is provided by employers are also dealt with.

On the question of financing, the report deals with the importance of equitable loan facilities for workers wishing to purchase homes, and outlines measures—such as mortgage insurance plans—that public authorities may take to improve and safeguard the position of the worker who is a home buyer.

Resolutions

The Conference adopted four Resolutions.

The Resolution concerning the role of the International Labour Organization in connection with measures for an expansion of economic aid to developing countries requests the Governing Body to consider

action to draw attention to measures of social and labour policy required in connection with economic developments, and to keep under constant review, and to prepare, plans for extending the ILO's technical assistance and related programs.

The Governing Body was requested in the second Resolution to request the Director-General to continue to ensure that close attention is paid to the need for including in ILO publications fullest possible information of a factual and objective character concerning the main social and economic problems and experience gained in dealing with these in different member States.

The third Resolution, concerning discrimination, invites the Governing Body to give early and special attention to the Discrimination (Employment and Occupation) Convention, 1958 (L.G. 1958, p. 874), and to consider particularly the advisability of setting up special machinery for dealing with this matter.

The fourth Resolution, concerning measures to protect the living and working conditions of young workers, requests the Governing Body to give early and special consideration to the problems of young workers, including those in rural areas, and calls on the Governing Body to consider placing on the agenda of an early Conference the question of revision of existing instruments dealing with the living and working conditions of young workers.

Dr. George V. Haythorne

Referring to the statements in the Director-General's report concerning the problems of youth, Dr. George V. Haythorne, Government Delegate and head of the delegation, noted that steady progress is being made in most ILO member countries towards giving youth a better life, owing in part to the ILO influence in introducing methods that protect youth from over-exertion at work before they are physically mature.

"Notwithstanding these beneficial measures, it must be recognized that the overriding factors affecting youth during their formative years are the economic conditions of the families into which they are born... With the attacks being waged on poverty and want both within and among our own countries, the prospects for youth in urban centres are improving, though much still remains to be done..."

The development is needed of practical measures to assist families "under the poverty line" to raise their standard of living to the point at which they might be expected to become more actively interested in improving conditions where they are or in moving elsewhere, he said.

"Until ways and means are found of getting people to do something about improving their lot, there are severe limits on what can be achieved for them or their children through the provision of services in the labour, education, health or any other field," Dr. Haythorne declared.

Some broader measures in the social security field might provide assistance. As an example he mentioned the Canadian system of family allowances.

But more than a satisfactory family income is needed, he said. "A good basic education and training are essential as a preparation for employment in most occupations today."

Today's children "must be encouraged to remain in school beyond the minimum age requirement rather than dropping out before they have taken full advantage of the educational opportunities open to them.

"It is partly to see that youths get the right kind of training that the Canadian Department of Labour, in co-operation with other agencies, has undertaken a broad Research Program on the Training of Skilled Manpower. The objective is to learn more about industries' changing requirements and of the types of training necessary to meet these needs," Dr. Haythorne explained.

"The research carried out to date has brought out more clearly the radical ways in which occupations are being affected by technological changes: the tendency for less dependence on single skilled trades, the accompanying need for a higher basic level of education, and the importance of helping youths through guidance, through employment service facilities and in other ways to bridge the experiences they have in school and those they will have in industry.

"To the extent that similar studies are being made elsewhere of changing manpower requirements and their effect on youth training and youth employment, we would be pleased to share the results of the inquiries we are making in Canada. The ILO might usefully encourage such studies and the pooling of information secured through them," he said.

Stanley Knowles

The use of atomic power and automation, "through democratic planning of national economies, through democratic planning on a world scale, can bring an end to squalor, hunger, ill health, misery and widespread frustration," Stanley Knowles, Canadian Worker Delegate, told the Conference.

It is the wish of Canadian trade unionists, he added, that the goal of improved living and working conditions be pursued and achieved throughout the world, "in the establishment of policies designed to distribute among those who work the benefits of an age whose resources are such that we can end poverty everywhere.

"We seek not only the best possible wages, hours and working conditions—we seek also the constant widening of educational and cultural opportunities. We want to see mankind working and living together in ways that will develop our best instincts."

Speaking on the "desire of all humanity for the achieving of peace," Mr. Knowles said that organized labour in Canada had urged the Government "to do everything within its power to work for universal disarmament and to bring about agreement on the stopping of nuclear tests..."

Mr. Knowles said that Canada had a long tradition of concern for human rights, but

International Institute for Labour Studies

Ernst Michanek, Chairman of the ILO Governing Body, in a speech to the Conference, described the ILO's new International Institute for Labour Studies as "an Institute where men and women concerned with social and labour policy could come, and, in an atmosphere of objective and calm study, seek to widen their understanding of the social forces at play in the world today." The Institute was created last March by unanimous vote of the ILO Governing Body (L. G., May, p. 463).

Mr. Michanek explained that the Institute "would cater to all persons concerned with labour policy, whether they belonged to trade unions, management, government departments, the professions, universities or research bodies." He recalled that members of the Governing Body had "emphasized their belief that such an Institute would prove of particular value to developing countries which were launching programs of industrialization and were therefore going through a phase of rapid economic and social change."

Those studying at the Institute would be chosen because of the responsibilities they exercise in matters of labour and social policy in their own countries or because of

their special knowledge in these fields. At Geneva, they would participate in seminars, round-table discussions and other activities designed for an exchange of knowledge between themselves and other experts and leaders from other regions of the world.

"The idea of the Institute," Mr. Michanek said, "grew out of a need increasingly felt and expressed to complement the activities of the ILO" in the field of education. Existing educational activities of the ILO, especially in the field of workers' education, helped to show the need for providing opportunities for the dispassionate study of labour questions.

Those who come to the Institute, Mr. Michanek said, "would not come to defend a case, to argue a thesis or uphold a point of view. They would be free from pressures . . . The education provided would not be geared to any particular doctrine or theory."

The Institute will be financed from an endowment fund. The first contribution to this fund came from the Government of the Federal Republic of Germany, which during the Conference made a grant of 3.15 million DM (\$750,000). The Government of Switzerland has stated that it has decided in principle to make a contribution.

that he did not want to convey the impression that Canada had solved all the problems that arise under that heading. "But we are vigilant in our defence of equal rights for all regardless of sex, creed or colour. We know that if any person or any minority is discriminated against in any way no one is secure. We believe that democracy is a little more real in Canada than it might otherwise be because of labour's vigilance in this field."

Canadian trade unionists believe also, he added, "that in our world discrimination cannot continue, especially when, like *apartheid* in South Africa, it is an official policy fostered by a government."

Most of the delegates to the Conference, he was sure, were shocked to hear about the prevalence of child labour in many parts of the world, which was described in the Report of the Director-General.

T. H. Robinson

One of the needs of youth is an opportunity to work, and failure to get it can lead to frustration, which underlies much of the unrest among young people today, T. H. Robinson, Canadian Employer Delegate, told the Conference.

"We, all of us—governments, employers, and workers—will do well to examine our employment policies and practices as they relate to young persons. By way of illustration, Canadian employers and Canadian workers could study their labour agreements

to see if they have included therein provisions which may have been appropriate when adopted but are no longer suitable in today's conditions," he said.

He warned that young persons should not get the idea that it is socially desirable to avoid work. "Yet it appears that the discussions relating to the reduction of hours of work are carried on in terms that would suggest that work is an activity to be avoided."

A reduction in the hours of work should be a means towards an end: leisure time to devote to personally satisfying pursuits. This objective can be accomplished only if the reduction in hours is accompanied by the maintenance or improvement of living standards, he declared.

The reduction of hours of work depends on the improvement of productivity, he asserted. Vigorous national leadership helped by technical assistance is doing much to improve productivity, but there is a risk that "a socially desirable goal defined in terms of the reduction of hours of work to a specified maximum per week may be impracticable to apply, now or in the near future in a number of countries. Indeed, such definitions can even be harmful by inducing their adoption before the necessary improvement in productivity has taken place."

Comparatively little study has been made of the effects on productivity, in different regions and different industries, of reducing

the hours of work. "Until we have more acceptable information on this subject, I suggest that the establishment of uniform standards for hours of work in all areas, in all industries, and for all people is a rather hazardous undertaking." This is one field for research by the ILO, he said.

Another field of research that has not been developed as it could is the sociology of labour, the human relations aspects of labour problems. Mr. Robinson suggested more study of this subject "in order that we may provide more acceptable and effective leadership and become more aware of, and therefore more capable of dealing fairly with, problems that arise when people work together on joint economic tasks."

Director-General's Reply

The Director-General, in his reply to the discussion on his Report, said the youth of the world must be imbued with a sense of service to society and humanity in order to fulfil their best promise.

The central fact and challenge of modern times is, he said, "the struggle of the peoples of Africa, Asia, the Middle East and Latin America to create new societies in which they may live in personal freedom, in dignity and peace.

"The problems of youth," Mr. Morse said, "...are the problems of society as a whole, seen under their most critical aspect." The International Labour Organization, he believes, will be able to play its full part, along with other international agencies, in a comprehensive international effort on behalf of youth.

The Director-General pointed out that the needs of youth differed according to the wealth of the society in which they lived.

Text of Convention Concerning Protection of Workers Against Ionizing Radiations

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-fourth Session on 1 June 1960, and

Having decided upon the adoption of certain proposals with regard to the protection of workers against ionizing radiations, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention, adopts this 22nd day of June of the year one thousand nine hundred and sixty the following Convention, which may be cited as the Radiation Protection Convention, 1960:

PART I. GENERAL PROVISIONS

Article 1

Each Member of the International Labour Organization which ratifies this Convention

In the more advanced countries, the need was for broad education supplemented by technical training to keep the individual's skill abreast of technological developments. But in the less-developed regions, the first and imperative need was to create more jobs.

Mr. Morse reminded the Conference that the International Labour Organization has set up a panel of consultants on the problems of young workers, and that next year's Conference will consider policy and action on employment questions.

A major preoccupation of the ILO's technical assistance work was the training and preparation of youth through vocational training, apprenticeship, training of technicians and supervisory staff, and management development, he said.

Canadian Participation

Canadians served on conference committees as follows: T. H. Robinson, Jean-Pierre Després, Arnold D'Amato, and Kalmen Kaplansky, on the resolutions committee; T. H. Robinson, Arnold D'Amato, James A. Hobbs, and H. A. Stockdale, on the committee on radiation; T. H. Robinson, Jean-Pierre Després, H. Shoobridge, and Stanley Knowles, on the committee on consultation and co-operation; T. H. Robinson, H. Shoobridge, Jean-Pierre Després, and Larry Sheffe, on the committee on rural problems; T. H. Robinson, James A. Hobbs, H. Shoobridge, and Roger Mathieu, on the committee on hours of work; T. H. Robinson, Raymond Brunet, James A. Hobbs, and H. F. Taft, on the committee on workers' housing; and John Mainwaring (Secretary), T. H. Robinson, and Kalmen Kaplansky, on the selection committee.

Text of Convention Concerning Protection of Workers Against Ionizing Radiations

undertakes to give effect thereto by means of laws or regulations, codes of practice or other appropriate means. In applying the provisions of the Convention the competent authority shall consult with representatives of employers and workers.

Article 2

1. This Convention applies to all activities involving exposure of workers to ionizing radiations in the course of their work.

2. This Convention does not apply to radioactive substances, whether sealed or unsealed, nor to apparatus generating ionizing radiations which substances or apparatus, owing to the limited doses of ionizing radiations which can be received from them, are exempted from its provisions by one of the methods of giving effect to the Convention mentioned in Article 1.

Article 3

1. In the light of knowledge available at the time, all appropriate steps shall be taken to

ensure effective protection of workers, as regards their health and safety, against ionizing radiations.

2. Rules and measures necessary for this purpose shall be adopted, and data essential for effective protection shall be made available.

3. With a view to ensuring such effective protection—

- (a) measures for the protection of workers against ionizing radiations adopted after ratification of the Convention by the Member concerned shall comply with the provisions thereof;
- (b) the Member concerned shall notify, as soon as practicable, measures adopted by it prior to the ratification of the Convention, so as to comply with the provisions thereof, and shall promote such modification of other measures existing at the time of ratification;
- (c) the Member concerned shall communicate to the Director-General of the International Labour Office, when ratifying the Convention, a statement indicating the manner in which and the categories of workers to which the provisions of the Convention are applied, and shall indicate in its reports on the application of the Convention any further progress made in the matter;
- (d) at the expiration of three years from the date on which this Convention first enters into force the Governing Body of the International Labour Office shall submit to the Conference a special report concerning the application of subparagraph (b) of this paragraph and containing such proposals as it may think appropriate for further action in regard to the matter.

PART II. PROTECTIVE MEASURES

Article 4

The activities referred to in Article 2 shall be so arranged and conducted as to afford the protection envisaged in this Part of the Convention.

Article 5

Every effort shall be made to restrict the exposure of workers to ionizing radiations to the lowest practicable level, and any unnecessary exposure shall be avoided by all parties concerned.

Article 6

1. Maximum permissible doses of ionizing radiations which may be received from sources external to or internal to the body and maximum permissible amounts of radioactive substances which can be taken into the body shall be fixed in accordance with Part I of this Convention for various categories of workers.

2. Such maximum permissible doses and amounts shall be kept under constant review in the light of current knowledge.

Article 7

1. Appropriate levels shall be fixed in accordance with Article 6 for workers who are directly engaged in radiation work and are—

- (a) aged 18 and over;
- (b) under the age of 18.

2. No worker under the age of 16 shall be engaged in work involving ionizing radiations.

Article 8

Appropriate levels shall be fixed in accordance with Article 6 for workers who are not directly engaged in radiation work, but who remain or pass where they may be exposed to ionizing radiations or radioactive substances.

Article 9

1. Appropriate warnings shall be used to indicate the presence of hazards from ionizing radiations. Any information necessary in this connection shall be supplied to the workers.

2. All workers directly engaged in radiation work shall be adequately instructed, before and during such employment, in the precautions to be taken for their protection, as regards their health and safety, and the reasons therefor.

Article 10

Laws or regulations shall require the notification in a manner prescribed thereby of work involving exposure of workers to ionizing radiations in the course of their work.

Article 11

Appropriate monitoring of workers and places of work shall be carried out in order to measure the exposure of workers to ionizing radiations and radioactive substances, with a view to ascertaining that the applicable levels are respected.

Article 12

All workers directly engaged in radiation work shall undergo an appropriate medical examination prior to or shortly after taking up such work and subsequently undergo further medical examinations at appropriate intervals.

Article 13

Circumstances shall be specified, by one of the methods of giving effect to the Convention mentioned in Article 1, in which, because of the nature or degree of the exposure or a combination of both, the following action shall be taken promptly:

- (a) the worker shall undergo an appropriate medical examination;
- (b) the employer shall notify the competent authority in accordance with its requirements;
- (c) persons competent in radiation protection shall examine the conditions in which the worker's duties are performed;
- (d) the employer shall take any necessary remedial action on the basis of the technical findings and the medical advice.

Article 14

No worker shall be employed or shall continue to be employed in work by reason of which the worker could be subject to exposure to ionizing radiations contrary to qualified medical advice.

Article 15

Each Member which ratifies this Convention undertakes to provide appropriate inspection services for the purpose of supervising the application of its provisions, or to satisfy itself that appropriate inspection is carried out.

PART III. FINAL PROVISIONS

Article 16

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 17

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 18

1. A Member which has ratified this Convention may denounce it after the expiration of five years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of five years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of five years and, thereafter, may denounce this Convention at the expiration of each period of five years under the terms provided for in this Article.

Article 19

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

Text of Recommendation Concerning Protection of Workers Against Ionizing Radiations

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-fourth Session on 1 June 1960, and

Having decided upon the adoption of certain proposals with regard to the protection of workers against ionizing radiations, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Radiation Protection Convention, 1960,

adopts this 22nd day of June of the year one thousand nine hundred and sixty the following Recommendation, which may be cited as the Radiation Protection Recommendation, 1960:

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 20

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 21

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 22

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 18 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 23

The English and French versions of the text of this Convention are equally authoritative.

I. GENERAL PROVISIONS

1. This Recommendation should be given effect to by means of laws or regulations, codes of practice or other appropriate means. In applying the provisions of the Recommendation the competent authority should consult with representatives of employers and workers.

2. (1) This Recommendation applies to all activities involving exposure of workers to ionizing radiations in the course of their work.

(2) This Recommendation does not apply to radioactive substances, whether sealed or unsealed, nor to apparatus generating ionizing radiations which substances or apparatus, owing to the limited doses of ionizing radiations which can be received from them, are exempted from its provisions by one of the methods of giving effect to the Recommendation mentioned in Paragraph 1.

3. For the purpose of giving effect to paragraph 2 of Article 3 of the Radiation Protection Convention, 1960, every Member should have due regard to the recommendations made from time to time by the International Commission on Radiological Protection and standards adopted by other competent organizations.

II. MAXIMUM PERMISSIBLE LEVELS

4. The levels referred to in Articles 6, 7 and 8 of the Radiation Protection Convention, 1960, should be fixed with due regard to the relevant values recommended from time to time by the International Commission on Radiological Protection. In addition, maximum permissible concentrations of radioactive substances in such air and water as can be taken into the body should be fixed on the basis of these levels.

5. Appropriate measures of collective and individual protection should be taken to ensure that the maximum permissible levels referred to in Articles 6, 7 and 8 of the Radiation Protection Convention, 1960, are not exceeded and that the maximum permissible concentrations referred to in Paragraph 4 are not exceeded for such air and water as may be taken into the body.

III. COMPETENT PERSON

6. The employer should appoint a competent person to deal on behalf of the undertaking with questions of protection against ionizing radiations.

IV. METHODS OF PROTECTION

7. (1) In cases where they ensure effective protection preference should be given to methods of collective protection, both physical and operational.

(2) Wherever methods of collective protection are inadequate, personal protective equipment and, as necessary, appropriate protective procedures should be used.

8. (1) All protective devices, appliances and apparatus should be so designed or modified as to fulfil their intended purpose.

(2) All appropriate measures should be taken to provide for regular examination of these devices, appliances and apparatus, in order to determine whether they are in good condition, are operating satisfactorily, are properly sited and provide the required protection; in particular they should be examined before being put into use and whenever changes are made in procedures, equipment or shielding.

(3) Any defects found in these devices, appliances and apparatus should be remedied at once; if necessary, the equipment to which they are fitted should be taken immediately out of service and kept out of service until the defects have been remedied.

(4) The competent authority should require the inspection in an appropriate manner and at regular intervals of major items of protective equipment and in particular of monitoring equipment.

9. (1) Unsealed sources should be manipulated with due regard to their toxicity.

(2) The methods of manipulation should be chosen with a view to minimizing the risk of entry of radioactive substances into the body and the spread of radioactive contamination.

10. Plans should be made in advance for measures—

- (a) to detect as promptly as possible any leakage from, or breakage of, a sealed source of radioactive substances which may involve a risk of radioactive contamination; and
- (b) to take prompt remedial action to prevent the further spread of radioactive contamination and to apply other appropriate safety precautions, including decontamination procedures, with, as necessary, the immediate collaboration of all authorities concerned.

11. Sources which may involve exposure of workers to ionizing radiations, and the areas in which such an exposure may occur or where workers may be exposed to radioactive contamination, should be identified, in appropriate cases, by means of easily recognizable warnings.

12. All sources of radioactive substances, whether sealed or unsealed, in use or stored by an undertaking, should be appropriately recorded.

13. (1) The competent authority should require any employer or undertaking using or having possession of radioactive substances to make reports as prescribed by it on the use of these substances.

(2) The competent authority should prescribe the conditions under which such substances should be stored when not in use.

14. No radioactive substance should be transferred to another employer or undertaking without such notification as may be required by the competent authority.

15. (1) Any person who has reason to believe that a radioactive source has been lost, mislaid, stolen or damaged should immediately notify the competent person referred to in Paragraph 6 above or, if this is not possible, another responsible person who should pass the information to the competent person as soon as possible.

(2) If the loss, theft or damage is confirmed, the competent authority should be notified without delay.

16. In view of the special medical problems involved in the employment of women of child-bearing age in radiation work every care should be taken to ensure that they are not exposed to high radiation risks.

V. MONITORING

17. (1) Appropriate monitoring of workers and places of work should be carried out in order to measure the exposure of workers to ionizing radiations and radioactive substances, with a view to ascertaining that the applicable levels are respected.

(2) In the case of external radiation this monitoring should be effected by films, dosimeters or other suitable means.

(3) In the case of internal radiation, when there is reason to believe that the maximum permissible levels may be approached or have been exceeded, this monitoring should include tests—

- (a) for radioactive contamination;
- (b) if practicable, for body burden.

(4) In addition to measurement of the exposure of the whole body, the monitoring should make it possible to determine the partial exposure of that part of the body where the greatest harm could be done.

18. The competent authority should, where appropriate, require tests to be made for the purpose of detecting contamination of the hands, the body and the clothes of persons leaving a workplace.

19. Persons who carry out monitoring in pursuance of the provisions of the Radiation Protection Convention, 1960, and of this Recommendation, should be afforded adequate equipment and facilities for carrying out this work.

VI. MEDICAL EXAMINATIONS

20. All medical examinations referred to in the Radiation Protection Convention, 1960, should be carried out by a suitably qualified physician.

21. In the cases referred to in Article 13 of the Radiation Protection Convention 1960, all necessary special medical examinations should be carried out.

22. The medical examinations referred to in the preceding Paragraphs should not involve the workers in any expense.

23. Physicians who carry out such medical examinations should be afforded adequate facilities for ascertaining the conditions of work of the workers concerned.

24. For all workers who undergo such medical examinations health records should be established and kept in accordance with the requirements of the competent authority.

25. These health records should be in a form standardized at the national level.

26. So far as practicable a complete record of all doses received in the course of work by every worker specified in Paragraph 24 of this Recomendation should be kept so that the cumulative dose may be taken into account for employment purposes.

27. If, as the result of such medical advice as is envisaged in Article 14 of the Radiation Protection Convention, 1960, it is inadvisable to subject a worker to further exposure to ionizing radiations in that worker's normal employment, every reasonable effort should be made to provide such a worker with suitable alternative employment.

VII. INSPECTION AND NOTIFICATION

28. The inspection services referred to in Article 15 of the Radiation Protection Convention, 1960, should include, or have readily available, a sufficient number of persons fully conversant with radiation hazards and qualified to advise on protection against ionizing radiations.

Text of Recommendation Concerning Consultation and Co-operation between Public Authorities and Employers' and Workers' Organizations at the Industrial and National Level

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-fourth Session on 1 June 1960, and

Having decided upon the adoption of certain proposals with regard to consultation and co-operation between public authorities and employers' and workers' organizations at the industrial and national levels, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

29. (1) Representatives of these inspection services should be empowered to take steps with a view to the remedying of defects observed in installations, apparatus or working methods which they may have reasonable cause to believe constitute a threat to the health or safety of the workers by reason of ionizing radiations.

(2) In order to enable representatives of the inspection services to take such steps they should be empowered, subject to any rights of appeal to a judicial or administrative authority which may be provided by laws or regulations, to make or to have made orders requiring—

- (a) such alterations to the installation or plant, to be carried out within a specified time limit, as may be necessary to secure compliance with the provisions relating to the health or safety of the workers;
- (b) measures with immediate executive force if the danger to the health or safety of the workers make this necessary.

30. (1) Every Member should provide for measures to control the distribution and use of sources of ionizing radiations.

(2) These measure should include—

(a) the notification to the competent authority, as prescribed by it, of the delivery of such sources;

(b) before work involving exposure of workers to ionizing radiations is undertaken for the first time and before substantial extensions or alterations to apparatus or installations emitting ionizing radiations or affording protection against them are carried out; the notification to the competent authority, as prescribed by it, of information concerning the nature of the apparatus or installation and of the measures provided for protection against ionizing radiations.

31. The employer should notify the competent authority, as prescribed by it, of a final cessation of work involving exposure of workers to ionizing radiations.

VIII. CO-OPERATION OF EMPLOYERS AND WORKERS

32. Every effort should be made by both the employers and the workers to secure the closest co-operation in carrying out the measures for protection against ionizing radiations.

adopts this 20th day of June of the year one thousand nine hundred and sixty the following Recommendation, which may be cited as the Consultation (Industrial and National Levels) Recommendation, 1960:

1. (1) Measures appropriate to national conditions should be taken to promote effective consultation and co-operation at the industrial and national levels between public authorities and employers' and workers' organizations, as well as between these organizations, for the purposes indicated in Paragraphs 4 and 5 below, and on such other matters of mutual concern as the parties may determine.

(2) Such measures should be applied without discrimination of any kind against these organizations or amongst them on grounds such as the race, sex, religion, political opinion, or national extraction of their members.

2. Such consultation and co-operation should not derogate from freedom of association or from the rights of employers' and workers' organizations, including their right of collective bargaining.

3. In accordance with national custom or practice, such consultation and co-operation should be provided for or facilitated—

- (a) by voluntary action on the part of the employers' and workers' organizations; or
- (b) by promotional action on the part of the public authorities; or
- (c) by laws or regulations; or
- (d) by a combination of any of these methods.

4. Such consultation and co-operation should have the general objective of promoting mutual understanding and good relations between public authorities and employers' and workers' organizations as well as between these organizations, with a view to developing the economy as a whole or individual branches thereof,

improving conditions of work and raising standards of living.

5. Such consultation and co-operation should aim, in particular—

- (a) at joint consideration by employers' and workers' organizations of matters of mutual concern with a view to arriving, to the fullest possible extent, at agreed solutions; and
- (b) at ensuring that the competent public authorities seek the views, advice and assistance of employers' and workers' organizations in an appropriate manner, in respect of such matters as—
 - (i) the preparation and implementation of laws and regulations affecting their interests;
 - (ii) the establishment and functioning of national bodies, such as those responsible for organization of employment, vocational training and retraining, labour protection, industrial health safety, productivity, social security and welfare; and
 - (iii) the elaboration and implementation of plans of economic and social development.

146th Session of ILO Governing Body

George C. Lodge, United States Assistant Secretary of Labour, was elected Chairman of the ILO Governing Body at the Body's 146th Session.

Mr. Lodge, who will serve for a period of one year, succeeds Ernst Michanek, Under Secretary of State to the Ministry for Social Affairs, Labour and Housing of Sweden.

Pierre Waline, employers' representative of France, was elected employers' vice-chairman; Jean Mori of Switzerland, workers' vice-chairman.

Canada holds a permanent seat on the Governing Body. Dr. George V. Haythorne, Assistant Deputy Minister of Labour, is

Canadian Government member on the Governing Body. Kalmen Kaplansky and T. H. Robinson were elected Workers' Deputy Member and Employers' Deputy Member respectively.

In other business the Governing Body:

—Approved, with the abstention of the representatives of the Governments of the U.S.S.R. and Rumania, a report of the Committee on Freedom of Association containing conclusions on the subject of allegations of violations of freedom of association concerning several countries.

—Appointed members of Governing Body committees and Governing Body representatives on various bodies.

social security, conditions of work of seamen and of agricultural workers.

Among Conventions that have received the largest number of ratifications are the following:

Weekly Rest (Industry) 1921—46 ratifications;

Minimum Wage-Fixing Machinery 1928—41 ratifications;

Underground Work (Women) 1935—51 ratifications;

Labour Inspection 1947—40 ratifications; Freedom of Association and Protection of the Right to Organize 1948—40 ratifications;

Freedom of Association in Agriculture 1921—48 ratifications;

Equal Remuneration for Men and Women for Work of Equal Value—33 ratifications.

The total of ratifications of Labour Conventions reached 2,000 in June when Australia deposited with the Director-General of ILO, David Morse, ratifications of the Convention on the Abolition of Forced Labour, 1957 and the Convention on Workmen's Compensation (Agriculture) 1921. Australia has now ratified a total of 25 Conventions.

Since it was founded in 1919, the ILO has adopted 114 Conventions bearing upon a wide range of social and labour problems, and its Conventions on the protection of human rights, such as the freedom of association, abolition of forced labour, discrimination and equal pay for work of equal value, are among the most important international initiatives in this field. Other conventions deal with conditions of work, protection of women and young workers,

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during June. The Board issued eight certificates designating bargaining agents, and rejected two applications for certification and one application for revocation of certification. During the month the Board received 13 applications for certification, one application for revocation of certification, and allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed employees employed aboard the M.V. *Tyee Shell*, operated on the West Coast by Shell Canadian Tankers, Limited. The Seafarers' International Union of North America, Canadian District, intervened (L.G., July, p. 707) (*see also* item 1 of "Applications for Certification Rejected" below).

2. International Longshoremen's and Warehousemen's Union, Local 505, on behalf of a unit of longshoremen employed by the Pacific Stevedoring and Contracting Company Limited in loading and discharging cargo of deepsea vessels within the Harbours of Prince Rupert and Watson Island, B.C. (L.G., June, p. 602).

3. Pacific Western Airlines Traffic Employees' Association, on behalf of a unit of employees in the Traffic Department of Pacific Western Airlines Ltd., Vancouver Airport, B.C. (L.G., June, p. 603).

4. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees employed by the Kitchener-Waterloo Broadcasting Co. Limited at Radio Station CKCR in Kitchener, Ont. (L.G., June, p. 603).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed employees employed by Coast Ferries Limited, Vancouver, B.C.,

aboard the M.V. *Brentwood* while engaged in the company's freighting service (L.G., June, p. 603).

6. Teamsters, Chauffeurs, Warehousemen and Helpers Union, Local 927, and Teamsters, Chauffeurs, Warehousemen and Helpers Union, Local 76, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, garage employees, warehousemen and freight handlers employed by Barnhill's Transfer Limited, Truro, N.S. (L.G., July, p. 708).

7. Canadian Merchant Service Guild, Inc., on behalf of a unit of first, second and third mates employed by Carryore, Limited, Westmount, Que., aboard the vessel *Menihek Lake* (L.G., July, p. 708).

8. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of cook-deckhands employed aboard tugboats operated on the West Coast by the Point Grey Towing Co. Ltd., Vancouver (L.G., July, p. 709).

Applications for Certification Rejected

1. Seafarers' International Union of North America, Canadian District, applicant, Shell Canadian Tankers, Limited, respondent, and Canadian Brotherhood of Railway, Transport and General Workers, intervenor (M.V. *Tyee Shell* and M.V. *Western Shell*) (L.G., June, p. 602). The application was rejected for these reasons: the employees of each of the vessels affected, in the opinion of the Board, separately constituted appropriate bargaining units; the SIU is the existing bargaining agent for the unit comprising the unlicensed personnel employed aboard the *Western Shell*; and in the vote affecting the *Tyee Shell* a majority of the unlicensed crew members of that vessel voted against representation by the SIU. (*See also* item 1 of "Applications Granted" above).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

2. National Union of Operating Engineers of Canada, Local 14-850, District 50, United Mine Workers of America, applicant, Canadian Broadcasting Corporation, respondent, and Association of Radio and Television Employees of Canada, intervener (stationary engineers and air-conditioning operators at Montreal) (L.G., June, p. 603). The application was rejected for the reason that the unit applied for was not, in the opinion of the Board, appropriate for collective bargaining.

Application for Revocation Rejected

The Board rejected an application for revocation of certification affecting Radio Station CHVC Limited, Niagara Falls, Ont., applicant, and the National Association of Broadcast Employees and Technicians, respondent (L.G., July, p. 709). The application was rejected for the reason that the evidence submitted in support of revocation was not satisfactory to the Board.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and work declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

Applications for Certification Received

1. Canadian Merchant Service Guild, Inc., Eastern Branch, on behalf of a unit of deck officers employed aboard the motor vessels *Anticosti*, *Castor Consol*, *Loutre Consol*, and *Lievre Consol*, by the Anticosti Shipping Company, Montreal (Investigating Officer: C. E. Poirier) (See also item 8, below).

2. General Truck Drivers and Helpers' Union, Local No. 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees employed in the Cafeteria and Flight Kitchen Department of Canadian Pacific Air Lines Limited, Vancouver Airport, B.C. (Investigating Officer: G. H. Purvis).

3. International Longshoremen's and Warehousemen's Union, on behalf of a unit of checkers employed by Canadian National

Relations and Disputes Investigation Act

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta, and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Steamships at Vancouver and New Westminster, B.C. (Investigating Officer: G. H. Purvis).

4. Local 23736, Canadian Labour Congress, on behalf of a unit of employees of Upper Lakes Shipping Ltd. in its Grain Elevator Division at Goderich, Ont. (Investigating Officer: T. B. McRae).

5. International Longshoremen's and Warehousemen's Union, on behalf of a unit of longshoremen employed by the Canadian Stevedoring Company Limited at the Terminal Docks in Vancouver (Investigating Officer: D. S. Tysoe).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard towboats operated on the West Coast by the River Towing Co. Ltd., Vancouver (Investigating Officer: G. H. Purvis).

7. Building Material, Construction and Fuel Truck Drivers' Union, Local No. 213 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by McNamara-Hislop on a micro-wave tower line project in the Yukon Territory (Investigating Officer: G. R. Currie).

8. Seafarers' International Union of North America, Canadian District, on behalf of a unit of deck officers employed aboard the motor vessels *Anticosti*, *Castor Consol*, *Loutre Consol*, and *Lievre Consol*, by the Anticosti Shipping Company, Montreal (Investigating Officer: C. E. Poirier) (See also item 1, above).

9. International Longshoremen's Association, on behalf of a unit of longshoremen employed by The Hamilton Harbour Commissioners, Hamilton, Ont. (Investigating Officer: T. B. McRae).

10. International Longshoremen's and Warehousemen's Union, Local 511, on

behalf of a unit of longshoremen employed by the Pacific Coast Terminals Co. Ltd. in its bulk loading operations at Port Moody, B.C. (Investigating Officer: D. S. Tysoe).

11. General Truck Drivers' Union, Local No. 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Scott Haulage Limited, Timmins, Ont. (Investigating Officer: T. B. McRae).

12. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard towboats operated on the West Coast by the Bendickson Towing Co. Ltd., Vancouver (Investigating Officer: G. H. Purvis).

13. Canadian Transportation Workers' Union No. 158, National Council of Canadian Labour, on behalf of a unit of truck drivers employed by Hanson Bros. Cartage Limited, Ottawa (Investigating Officer: G. A. Lane).

Application for Revocation Received

Canadian National Railways, applicant, and Canadian Brotherhood of Railway, Transport and General Workers, respondent. The application was for the revocation of certification issued by the Board on August 13, 1959 to the Canadian Brotherhood of Railway, Transport and General Workers in respect of a unit of stevedores and freight handlers employed by the company at Mulgrave, N.S. (L.G., Oct. 1959, p. 1049).

Application for Certification Withdrawn

International Longshoremen's Association, applicant, and The Hamilton Harbour Commissioners, Hamilton, Ont., respondent (L.G., July, p. 708) (For new application submitted subsequently, see item 9 of "Applications for Certification Received" above).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During June, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Pacific Air Lines, Vancouver, and Local 28, Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: G. R. Currie).

2. Atomic Energy of Canada Limited, Chalk River, Ont., and Chalk River Atomic

Energy Draftsmen, Local 1569 of the Canadian Labour Congress (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

3. Soo-Security Motorways Ltd. (North Burnaby B.C. Terminal) and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie).

4. Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union (Locals 506, 507 and 510) (Conciliation Officer: G. R. Currie).

5. Quebecair Inc., Rimouski, Que., and Canadian Air Line Pilots Association (Conciliation Officer: Rémi Duquette).

6. Vancouver Barge Transportation Limited, Vancouver and Marine Engineers Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

Settlement Reported by Conciliation Officers

Atomic Energy of Canada Limited, Chalk River, Ont., and Chalk River Atomic Energy Draftsmen, Local 1569 of the Canadian Labour Congress (Conciliation Officers: F. J. Ainsborough and T. B. McRae) (*see above*).

Conciliation Board Appointed

Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504 and 508) (L.G., May, p. 468).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in June to deal with a dispute between Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504 and 508) (*see above*) was fully constituted in June with the appointment of F. Craig Munroe, Q.C., New Westminster, B.C., as Chairman. Mr. Munroe was appointed by the Minister in the absence of a joint recommendation from the other two members, J. C. Adams, Q.C., Toronto, and William Angus Stewart, Vancouver, who were previously appointed on the nomination of the Federation and union respectively.

2. The Board of Conciliation and Investigation established in May to deal with a dispute between McAllister Towing Ltd. (Sincennes-McNaughton Division) Montreal, and Seafarers' International Union of North America, Canadian District (L.G., July, p. 709) was fully constituted in June with the appointment of H. Carl Goldenberg, Q.C., Montreal, as Chairman. Mr. Goldenberg was appointed by the Minister

in the absence of a joint recommendation from the other two members, Jean-Paul Cardinal, Q.C., and Bernard Boulanger, both of Montreal who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in March to deal with a dispute between National Harbours Board (Fleet Department, Montreal Harbour) and Seafarers' International Union of North America, Canadian District (L.G., July, p. 709) was fully constituted in June with the appointment of H. Carl Goldenberg, Q.C., Montreal, as Chairman. Mr. Goldenberg was appointed by the Minister in the absence of a joint recommendation from the other two members, Capt. K. L. Crump and Bernard Boulanger, both of Montreal, who were previously appointed on the nomination of the company and union respectively.

Conciliation Board Reports Received

1. United Grain Growers Ltd., Pacific Elevators Limited, Alberta Wheat Pool, Saskatchewan Wheat Pool and Burrard Terminals Limited, Vancouver, and Grain Workers Union, Local 333 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., June, p. 604). The text of the report is reproduced below.

2. Canadian National Railway M. V. *Bluenose* and Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) (L.G., May, p. 469). The text of the report is reproduced below.

3. Northern Alberta Railways Company, Edmonton, and Brotherhood of Locomotive Engineers (L.G., January, p. 56). A digest of the report is reproduced below.

Board Reports Received of Settlements

1. Stanleigh Uranium Mining Corporation, Limited, Elliot Lake, Ont. and District No. 6, United Steelworkers of America (production employees) (L.G., May, p. 469). The text of the report is reproduced below.

2. Consolidated Denison Mines Limited, Sprague, Ont. (production workers) and United Steelworkers of America (L.G., July, p. 709). A digest of the settlement is reproduced below.

Report of Board in Dispute between

United Grain Growers Ltd., Pacific Elevators Limited,
Alberta Wheat Pool, Burrard Terminals Limited,
and Saskatchewan Wheat Pool

and

International Union of United Brewery, Flour, Cereal,
Soft Drink and Distillery Workers of America

This was a Board of Conciliation and Investigation which was appointed under the provisions of the "Industrial Relations and Disputes Investigation Act" to endeavour to bring about agreement between the parties to the said dispute, and to find terms for a collective agreement which the parties will accept and to report to the Hon. the Minister of Labour, pursuant to the provisions of Section 17 of "The Industrial Relations and Disputes Investigation Act".

Messrs. D. Ireton, W. P. Pollock, E. G. Hedge, F. D. Peterson, H. Mackay, A. Metcalfe and P. C. Watt appeared for the Employers.

Messrs. E. C. Sims, H. Kancs, G. Dewar, D. F. Berry, J. Brandon, J. Scully, E. Miller and R. Ferguson appeared for the Bargaining Agent.

The parties agreed that the Board had been properly constituted and had jurisdiction to make recommendations in relation to the matters in dispute.

The Board met with the parties, separately and together May 24 to May 30, 1960,—(seven day sittings and five night sittings).

During June, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between Grain Workers Union Local 333 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, and United Grain Growers Ltd., Pacific Elevators Limited, Alberta Wheat Pool, Saskatchewan Wheat Pool and Burrard Terminals Limited, Vancouver.

The Board was under the Chairmanship of W. E. Philpott, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, W. Scott Neal, Winnipeg, and J. R. St. Eloi, Vancouver, nominees of the companies and union respectively.

The Majority Report, which under the provisions of the Industrial Relations and Disputes Investigation Act, constitutes the report of the Board, was submitted by the Chairman and Mr. Neal. The Minority Report was submitted by Mr. St. Eloi.

The Majority and Minority Reports are reproduced here.

The Board regrets to advise that it was unable to bring about agreement between the parties in dispute despite presentation of proposals and counter-proposals to both sides.

It is the considered opinion of the Board that if a wage settlement could have been made, there would have been, in all probability, a settlement made in relation to the many other items in dispute.

Therefore after careful consideration of all the evidence, oral and written, submitted to this Board, the following recommendations are herewith respectfully submitted:

That the present collective agreement be renewed for a period of two years, from December 1, 1959, to November 30, 1961, and amended to reflect the following:

SECTION

1.01 The status of a probationary employee.

3.01 Substitute "Company" for "elevator operations".

4.01 Substitute "recalled" for "rehired".

4.03 (b) Reasonable advance notice from the employer of necessary overtime work. No unreasonable refusal by the employee to work overtime. No discrimination by the employer, (in recognition of necessity for performance of overtime work and employees' obligation to volunteer to perform it.)

4.04 That no employee required to do work during his lunch period shall be sent home early to avoid payment of overtime rates.

4.07 (a) Payment of holiday allowance to any employee whose name is on the payroll during the payroll period in which a holiday falls.

4.08 (a) Amend to reflect union proposal for "three" hours instead of present "two" hours.

4.08 (b) Supper hour for day shift to be from 5:00 p.m. to 6:00 p.m. Work performed during this period to be paid for at the rate of time and one-half. This arrangement to be confined to employees on regular 8:00 a.m. to 5:00 p.m. day shift.

4.11 Substitute "practicable" for "possible".

5.01 Substitute "probationary employees" for "new inexperienced hourly rated employees".

5.02 That an employee shall continue to enjoy the rate for his classification when relieving another employee who is absent due to sickness, accident or regular vacation. However, his rate will be reduced to that of the new classification, if due to the application of the seniority provisions, or due to a demotion, he is transferred to a lower rated job.

6.01 Delete all reference to legislation re vacation. Three (3) weeks vacation after six (6) years of employment. All vacation pay to be on a percentum basis.

7.01 Proposal of the employers—except that the onus will be on the employers to prove that the employee received notice of recall.

8.04 Continuance of the present MSA arrangement for the calendar month next following the month in which the employee is laid off.

8.05 Sickness Indemnity Plan benefits of \$40 per week on the basis of equal sharing of the cost for such Plan.

WAGES

The First aid attendant to receive \$15 per month extra for such duties.

Either of two plans for wages are recommended as follows:

DELETE ESCALATOR PROVISO

Plan No. 1

Effective 1 December 1959—Amalgamation of 8 cents C. of L. Bonus—\$2.095 Base Rate.

Effective 1 December 1959—General Wage Increase of 5 per cent—\$2.20 Base Rate.

Effective 1 December 1960—General Wage Increase of 2.5 per cent—\$2.25 Base Rate.

OR

RETAIN ESCALATOR PROVISO

Plan No. 2

Effective 1 December 1959—General Wage Increase of 2.5 per cent.

Effective 1 December 1960—General Wage Increase of 2.5 per cent.

The above recommendations were referred to both parties in detail on more than one occasion. They appeared to understand clearly what each term meant. The Board therefore has cited the agreement term reference only and has refrained from writing in full how such clauses would appear in the contract. The Board feels that in this instance the parties themselves should choose their own language to express these particular terms.

The Board, therefore, under the circumstances, feels that after full consideration of the large volume of evidence and argument adduced at the many hearings, that the recommendations herein contained are fair and reasonable to both parties for incorporation into a new agreement.

Dated at Vancouver, B.C., this 2nd day of June 1960.

(Sgd.) W. E. PHILPOTT,
Chairman.

(Sgd.) W. S. NEAL,
Member.

MINORITY REPORT

On or about June 15, 1960, I found from the Chairman of the Board that the document he sent me, received about June 6, 1960 and dated June 2, 1960, and to which he referred as "proceedings of the meetings" and to which he asked for whatever amendments I might have, had now already been filed with the Minister as a Majority Report by himself and Mr. Scott Neil, companies' nominee.

I felt this whole procedure of the Board since May 30, highly irregular, in that the "Majority Report" as it now stood was nothing more than the contents of a "Sheet 2" proposal developed by Chairman Philpott and Mr. Neal, and placed before the companies and agreed to by them apparently on Sunday, May 29.

It was placed before the union committee on Monday, May 30, and much of "it" rejected in favour of a major portion of a "Sheet 1" proposal composed and placed before the union by the same two gentlemen during my accepted and unavoidable absence May 27 and 28.

The hearings ended May 30 and Mr. Scott Neal returned home to Winnipeg.

I understood there would be further discussion between the Board members by correspondence or, if necessary, by further meeting. This obviously was not contemplated by the Chairman or Mr. Scott Neal, and I feel I was somewhat mislead.

It is my opinion that the said "Majority Report" of the Board, signed by Mr. Philpott and Mr. Scott Neal, does nothing

toward alleviating tensions or developing industrial harmony on the Vancouver waterfront grain terminals. The report is nebulous and evasive in many respects and I therefore cannot understand nor agree with my colleagues on the Board.

In order to establish a development toward industrial harmony, I would suggest the following, which varies the old agreement only to the extent of some of the changes proposed to the union committee by my Board colleagues on their "Sheet 1" of May 27-28, except for my comment herein on Sections 5.02 and 7.01.

I propose: No change to the old agreement except:

Section

3.01 Substitute the word "Company" for "Elevator Operations".

4.01 Substitute word "recalled" for "rehired".

4.03 Add a new Section (b) to read:

"An employee will not unreasonably refuse to work overtime when requested to do so. The employer will give reasonable advance notice of necessary overtime work".

4.04 Add a paragraph to read:

"Employees who are required to work during their lunch hour shall not be sent home early to avoid payment of overtime rates."

4.07 (a) Add to the present agreement after the word "rates":

", provided such employee/s has worked within thirty (30) days prior to and/or within thirty (30) days immediately following the said holiday."

4.08 Amend last sentence to reflect three (3) hours instead of present two (2) hours.

Also, add an additional paragraph to 4.08 to read:

"Supper hour for day shift to be from 5 p.m. to 6 p.m. Work performed during this period to be paid for at the rate of time and one-half. This arrangement to be confined to employees on regular 8 a.m. to 5 p.m. day shift."

5.02 Leave as in present contract, with the additional following recommendation:

"There be no change to the present language of 5.02".

"It is suggested that the parties, during the life of the agreement, get together and work out regulations within the framework of the present language and satisfactory to both sides, to take care of the practices of temporary postings and reasonable full time postings, etc.

After listening to both sides, I feel a working arrangement can be brought

about through this practical approach."

6.01 Amend to provide:

"All employees shall, after completing one (1) year of employment with the Company, receive two (2) weeks' vacation with full pay each year."

"All employees shall, after completing six (6) years of employment with the Company, receive three (3) weeks' vacation with full pay each year. All employees shall, after completing fifteen (15) years of employment with the Company, receive four (4) weeks' vacation with full pay each year."

"A pro rata payment based on the foregoing to be paid employees who terminate before taking their vacation benefits earned since their last employment anniversary date."

7.01 Leave as in old agreement as there was no evidence before the Board to show a problem existed anywhere. On the contrary, the status of all employees on the seniority lists has not been in dispute.

8.04 Add a provision: "The present MSA arrangement shall continue for the calendar month next following the month in which the employee is laid off."

8.05 Amend to reflect \$50 instead of \$35.

WAGES

First Aid Attendant:

Amend to provide:

"To receive \$15 per month extra for such duties."

General Increase:

I believe the union is strongly against deleting the Escalator Proviso. I also believe the percentage increase suggested is too small.

However, as a bare minimum, I recommend the following:

Plan No. 1

Effective:

Dec. 1/59 Amalgamation of 8 cents C.O.L.B.=Example \$2.095 Base Rate.

Dec. 1/59 General Wage Increase of 5 per cent=Example \$2.20 Base Rate.

Dec. 1/60 General Wage Increase of 5 per cent=Example \$2.31 Base Rate.

or

Retain Escalator Proviso

Plan No. 2

Effective December 1 1959 General Wage Increase of 5 per cent.

Effective December 1, 1960 General Wage Increase of 5 per cent.

Dated at Vancouver, B.C., this 20th day of June, 1960.

Respectfully Submitted,

(Sgd.) J. R. ST. ELOI,
Member.

Report of Board in Dispute between

Canadian National Railways (M.V. "Bluenose")

and

Canadian Brotherhood of Railway, Transport and General Workers

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act herewith presents its report.

Proceedings before the Board opened in Montreal on April 19, 1960, and were continued on the following day. Each party presented its case and was afforded an opportunity for rebuttal.

The matters in issue submitted to the Board are items (1) and (2) of the proposals made by the union, which read as follows:

(1) Effective with commencement of the calendar year 1960, all rates of pay shall be increased by 7 per cent, plus 12½ cents per hour.

(2) Existing vacations with pay rules shall be changed by supplementing provisions that after 10 years' service, employees shall receive 15 working days pay, and after 20 years' service, 20 working days.

The Board, having heard and examined the submissions of the parties, and having deliberated thereon, finds and recommends as is hereinafter set out.

1. Wages

The union's wage proposal is the same as that which has been submitted to the railway companies by the non-operating railway employees. The employer denies that any wage increase is warranted and submits that the wages, working conditions and fringe benefits of the employees on the *Bluenose* are superior to those prevailing for similar seafaring jobs in the Maritime Provinces and, furthermore, that the *Bluenose* operation is a deficit operation of which the cost is borne by the taxpayers.

After examining wages, fringe benefits and working conditions in some other seafaring jobs, the Board finds that the wages of the *Bluenose* employees compare favourably and also that the employees enjoy certain advantages, such as steady year-round employment, a superior health and welfare plan, and a pension plan which provides for retirement at the age of 65. Having regard to these considerations affecting earnings and the welfare of the workers, the Board finds that the Union's wage proposal, averaging nearly 16 per cent, is excessive and cannot be justified.

Considering the increase of approximately 3½ per cent in the Consumer Price Index between January, 1958, and January, 1960, as well as trends in recent wage negotiations, the Board recommends an increase of 5 cents per hour in basic wage rates retroactive to January 1, 1960, on the basis of a one-year contract.

2. Annual Vacation.

The existing agreement provides for two weeks vacation after one year's service and three weeks vacation after 15 years service. The union proposes three weeks after 10 years service and four weeks after 20 years service. The Employer submits that the existing provisions are liberal and that a change is not warranted.

While the Board cannot recommend the granting of the union's proposal, it approves in principle four weeks vacation after 25 years service and recommends that this be extended to the *Bluenose* employees if, as and when it is granted in comparable marine services in the Maritime area. (See memorandum below).

Respectfully submitted this 15th day of June, 1960.

(Sgd.) H. Carl Goldenberg,
Chairman.

(Sgd.) Jim MacDonald,
Member.

During June, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between Canadian National Railways (M.V. *Bluenose*) and Canadian Brotherhood of Railway, Transport and General Workers.

The Board was under the Chairmanship of H. Carl Goldenberg, QC, of Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Prof. A. J. Meagher, QC, of Halifax, and James MacDonald of Ottawa, nominees of the company and union respectively.

The Majority Report, which under the provisions of the Industrial Relations and Disputes Investigation Act, constitutes the report of the Board, was submitted by the Chairman and Mr. MacDonald. The Minority Report was submitted by Prof. Meagher.

The Majority and Minority Reports are reproduced here.

MEMORANDUM

I cannot agree with the qualifications attached by the Chairman to his approval in principle of four weeks vacation for employees with 25 years service. This slight improvement in the vacation entitlement, even if made effective as of January, 1960, would represent a more than reasonable compromise on the union's vacation proposal.

The geographic and occupational qualifications placed on this recommendation are quite unfair, as to have its effectiveness dependent upon others securing it first is to say that the employees concerned are second class citizens in this respect. This I am sure is not his intention, but it does have that effect.

I recommend therefore that employees with 25 years service receive 20 working

days vacation with pay (4 weeks), as of January 1, 1960.

Mindful however of the contract procedure for vacation schedules; and having regard to the time of the year in which this recommendation is made, I further recommend that when the parties meet to finalize the details of the collective agreement, they decide upon its application to the employees concerned, i.e., whether the vacation schedules already agreed upon will enable the employees concerned to actually receive a fourth week off with pay this year, or to receive the fourth week's pay in lieu of the time off.

Respectfully submitted this 20th day of June, 1960.

(Sgd.) Jim MacDonald,
Member.

MINORITY REPORT

Mr. H. Carl Goldenberg, OBE, QC, chairman of the Board appointed to conciliate the above dispute, has informed me by long distance telephone of his recommendations regarding the items in dispute. I understand that these recommendations will be concurred in by Mr. James McDonald, nominee of the union.

By agreement between the applicant, the Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) hereinafter referred to as the "union" and the respondent, Canadian National Railway Company, as manager and operator of the ferry M/V *Bluenose*, hereinafter referred to as the "railway", the demands of the union were referred to the Board for recommendation, namely,

"Effective with commencement of the calendar year 1960, all rates of pay shall be increased by 7 per cent plus 12½ cents per hour.

Existing vacations with pay rules shall be changed by supplementing provisions that after 10 years service employees shall receive 15 working days with pay and after 20 years 20 working days."

I. The Wage Demand

The Wage Demand raises a very fundamental issue, namely, whether, in the absence of any justification, the wage rates in a collective agreement should automatically be increased every time a new agreement is negotiated between the parties.

In this dispute the union has submitted few, if any, grounds in support of its application to increase wages, while the railway has presented many reasons establishing that an increase in wages is not justified at this time.

The union's application for an increase in wages is based upon three grounds, namely,

(i) "that in an expanding economy, with rising prices and increasing productivity, an increase in rates of pay is warranted".

No evidence was presented by the union in support of this contention. In fact, as pointed out by the railway, at the present time the economy of the country, instead of expanding, is unfortunately declining. The cost of living indices are on the downward trend. The productivity argument cannot apply to an operation such as that carried on by the *Bluenose*.

(ii) The second ground submitted by the union is that "the prevailing rates of pay in Maritime water transportation as applied by the Department of Transport to certain small government vessels, and the wage rates in water transportation on the Atlantic coast and lower St. Lawrence as established by the surveys of the Department of Labour," are higher than those paid to the personnel of the M/V *Bluenose*.

Unfortunately, the figures given in the union brief are of a very general nature and were not accompanied by the number of hours worked per week, working conditions or fringe benefits. It is therefore impossible to compare the figures given with those paid to the personnel of the *Bluenose*. The railway pointed out that the men on the various government boats have a 48 to 56 hour work week as compared with the 40 hour week of the men on the *Bluenose*. This would have a material effect on the wage rates set out in the union submission.

(iii) the third union contention is that the demands of the railway non-ops. should be the basis of the settlement. The non-ops'

demands are based upon the durable goods industry. In the union submission it was admitted that the differential between railway workers and durable goods workers "seems to be an irrelevant consideration". Likewise the railway submitted that the operation of the M/V *Bluenose* is not a railway operation. It is not a part of the railway system, for there is no railway connection at Bar Harbour, the southern terminus. It is merely operated by the railway as an agency for the Department of Transport.

The railway contended that the Board should not grant an increase in wages because:

(a) that the wages paid to the unlicensed personnel of the *Bluenose* are not only far ahead of the average wages paid on any comparable ship in the Maritimes, but that the men enjoy working conditions and fringe benefits which are second to none;

(b) that the Yarmouth-Bar Harbour ferry service operates at a deficit and is subsidized by the Canadian taxpayer and any increase will inevitably add to the cost of the operation;

(c) that the practice of continually increasing wages where no increase is justified must come to an end if the anti-inflationary policy of the Canadian Government of holding the line is to succeed.

In support of its contention that the existing wage rates paid to the *Bluenose* personnel are higher than the average, the railway presented a table showing that in comparison with the other six major shipping services in the Maritimes, the *Bluenose* employees are receiving a weighted average hourly rate of \$1.40 per hour as compared with a \$1.30 for the 836 employees on the ships of the other services. This amounts to a 10 cents per hour or 7½ per cent differential in favour of the *Bluenose* employees. A further comparison with the 2,268 employees on the 126 vessels of the Great Lakes Carriers Association only raised the weighted average from \$1.30 per hour to \$1.327 per hour, which still leaves the differential of 7½ cents per hour in favour of the *Bluenose* employees. A copy of this table is attached (see page 822).

Of all the Maritime ships, only the personnel of the S.S. *Princess Helene*, a ferry operating from Saint John, N.B. to Digby, N.S., enjoy in some instances higher rates of pay. A differential of 1.9 cents exists in favour of the unlicensed employees of the *Princess Helene* which the railway contends is exactly balanced out by the tax advantage which it has recently awarded to its employees.

It is quite evident that the cost of living in the city of St. John, the home port of the *Princess Helene*, is much higher than Yarmouth, the home port of the *Bluenose*, so that it is reasonable to expect that a differential should exist between the two ships.

The table as submitted by the railway also shows that the wage rates paid on the *Bluenose* are higher than those paid in the Newfoundland services where the cost of living again is higher than that of Yarmouth.

According to the railway brief, not only are the wages of the *Bluenose* employees far above the average, but working conditions and fringe benefits are second to none. They all enjoy steady employment, a 40-hour week, a pension scheme, a health and welfare plan, and seven paid statutory holidays, as well as regular holidays. In addition, the men are home every second night during most of the year and have eight days off duty after every 20 days on.

The railway's brief also pointed out that the *Bluenose* has had a combined operating deficit of \$397,500 for the years 1958 and 1959. This amount would be increased to \$1,600,000 for the same two years if amortisation of construction cost and other contingencies were added. It was also pointed out that the nature of the operation prevents any additional wage cost from being compensated for by increasing the revenues.

During the period of the contract, namely, January 1, 1958 to December 31, 1959 the Consumer Price Index increased from 123.4 to 127.9 a difference of 4.5 points. Between March, 1958, when the contract was signed, and March 1960, during negotiations, the Consumer Price Index had increased from 124.3 to 126.9, a difference of 2.6 points or approximately 2 per cent. It is my opinion that any increase in the price index during the term of the contract was adequately compensated and allowed for when the original contract was entered into in March, 1958. At that time an increase of 10 per cent was granted. In fact, now the index has been on the decline for some months.

I am of the opinion that a conciliation board should not automatically recommend an increase in wages if the applicant fails to establish any justification for an increase. Here, not only has the union failed to support its application for an increase, but the railway has adduced very strong grounds in rebuttal, so I must recommend against any increase.

**AVERAGE HOURLY BASIC RATES OF PAY FOR MAJOR STEAMSHIP SERVICES IN THE MARITIME PROVINCES,
TOGETHER WITH RATES PREVAILING IN THE 126 VESSELS OF THE LAKE CARRIERS ASSOCIATION**

Classification	Service 'A'	Service 'B'	Service 'C'	Service 'D'	Service 'E'	Service 'F'	Lakes	Maritime No. of Employees	Lakes No. of Employees	Total No. of Employees	Weighted Aver. Hourly Rates incl. Lakes	M.V. Bluenose Rates
Bosun.....	\$ 1.561	1.673	1.404	1.283	1.654	1.409	1,992	19	126	145	1.921	1.508
Carpenter.....	1.706	None	None	None	1.443	1.443	None	7	0	7	1.622	1.579
Quartermaster.....	1.404	None	1.346	1.263	1.499	1.340	1.577	48	378	426	1.552	1.473
Seamen.....	1.297	None	1.292	1.203	1.450	1.299	1.306	251	630	881	1.306	1.403
Senior 2nd Steward.....	1.346	None	1.297	None	1.638	1.489	None	6	0	0	1.419	1.824
Junior 2nd Steward.....	1.297	None	1.297	None	1.423	1.423	None	18	0	18	1.382	1.649
Second Cook.....	1.329	None	1.297	1.488	1.953	1.486	1.370	24	126	150	1.373	1.684
Asst. Cook.....	None	None	None	1.292	0.932	0.848	None	16	0	16	1.240	1.438
Linen Steward.....	1.189	None	1.189	1.208	1.444	1.306	None	3	0	3	1.352	1.438
Asst. Steward.....	1.201	None	1.189	1.305	1.283	1.283	1.308	225	126	351	1.269	1.368
Utilityman.....	1.183	None	1.027	None	1.319	1.190	1.236	63	126	189	1.211	1.263
Stewardess.....	1.069	None	None	None	1.385	1.075	None	11	0	11	1.048	1.228
Cashier.....	None	None	None	0.900	None	1.263	None	2	0	2	1.263	1.368
Oiler.....	1.566	None	1.346	1.329	1.554	1.371	1.377	99	378	477	1.541	1.508
Wiper.....	1.551	1.237	1.317	1.317	None	1.237	1.306	44	378	422	1.309	1.368
								836	2268	2104		

Average hourly rate weighted by number of *Bluenose* employees in each classification..... \$ 1.327

\$ 1.400

Holiday Demands

The union has requested that after 10 years service the employee should receive 15 working days with pay or three weeks holidays, and after 20 years service twenty working days or four weeks holiday.

The only argument presented by the union in support of this demand is that there is a clear trend towards longer paid vacations to which employees are entitled. The union also pointed out in their memorandum that "an examination of the seniority of the employees before the Board did not appear to establish an urgency respecting this demand".

Here again the union has not presented any material in support of its demand and I am of the opinion that the demand should be refused on that ground alone.

The railway in its submissions pointed out that the existing vacation rules enjoyed by the personnel of the *Bluenose* are far in excess of those proclaimed in the Federal Vacation with Pay Act. In addition, excluding vessels operated by the Company and by the Canadian Pacific Railway Company,

no marine employees who enjoy similar advantages are entitled to more than two weeks vacation in any year regardless of the length of service; whereas, many of the *Bluenose* employees enjoy up to three weeks vacation per year.

It is clear that the union's request in regard to additional holidays is not supported by any evidence of a cogent nature, nor do the circumstances presently existing in the industry justify increasing the already liberal holiday provisions enjoyed by the *Bluenose* personnel in relation to the personnel on other ships in the Maritimes.

I wish to join with the other members of the Board in expressing our thanks to the representatives of both parties for their co-operation and assistance. I also wish to extend personal thanks to the other members of the Board for their co-operation.

Dated this 15th day of June, 1960, at Halifax, N.S.

Respectfully submitted,

(Sgd.) A. J. Meagher,
Member.

Report of Board in Dispute between

Northern Alberta Railways Company

and

Brotherhood of Locomotive Engineers

Pursuant to the provisions of the Industrial Relations and Disputes Investigation Act, the Board of Conciliation and Investigation established to deal with the dispute between the above named parties and appointed on November 26, 1959 convened to hear representations from the parties to the dispute.

The members of the Conciliation Board were Irwin A. Blackstone, chairman; G. J. D. Taylor, representing the union; and S. H. McCuaig, QC, representing the employer. Appearing before the Board were: for the union—W. S. Fee and O. J. Travers; for the Company—T. A. Johnstone, A. M. Hand, E. C. Arkell, J. Shepp, J. Ramage, A. L. Cordingley, J. F. Cooper, L. S. Wilson, M. A. Cocqut.

After considering the evidence and the briefs submitted in a series of meetings commencing November 30, 1959 until this date, a majority of the Conciliation Board makes the following recommendations:

1. Wages

Wage increases to be granted in accordance with the Memorandum between the parties, a copy of which is hereto annexed

and hereinafter referred to as "the Memorandum."

2. The Memorandum

All the terms of the Memorandum to be carried out in full with such minor changes

During June, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between the Northern Alberta Railways Company, Edmonton, Alta., and the Brotherhood of Locomotive Engineers.

The Board was under the chairmanship of Irwin A. Blackstone, Calgary, who was appointed by the Minister in the absence of a joint recommendation from the other two members, S. H. McCuaig, Q.C., Edmonton, and G. J. D. Taylor, Saskatchewan, nominees of the company and union respectively.

The Majority Report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. McCuaig. The Minority Report was submitted by Mr. Taylor.

The Majority and Minority Reports are reproduced here. Also reproduced is a summary of the recommendations of the Board as contained in the Memorandum that was incorporated in the Majority Report of the Board.

that may have already been agreed upon between the parties.

3. Retroactivity

Wages to be fully retroactive as set out in the Memorandum. Effective date of other memorandum items including statutory holidays, vacations with pay, health and welfare to be July 1, 1960.

4. Arbitrary Allowances

Arbitrary allowances for preparatory and final inspections to be reduced to fifteen minutes in road and ten minutes in yard service commencing July 1, 1960. All arbitrary allowances from July 1, 1958 until June 30, 1960 to be fully paid on scale in existence during that time.

The Conciliation Board had before it extensive information and arguments from both parties with regard to the matter of arbitrary allowances. The subscribers to this Report were impressed with the Company's arguments that the prior schedule of arbitrary allowances was unrealistic having regard to current conditions and that the suggested wages in the Memorandum and reduced arbitrary allowances as recom-

mended herein were having regard to necessary pertinent adjustments identical with that of the current Canadian Pacific Railway contract in force.

5. Duration of Agreement

The parties to enter into a three-year agreement from July 1, 1958 until June 30, 1961.

6. Previous Contract

Save as herein provided and save where other amendments have already been agreed to the previous contract shall continue in force.

Dated at the City of Calgary, in the Province of Alberta, this 18th day of May, A.D. 1960.

(Sgd.) IRWIN A. BLACKSTONE,
Chairman.

(Sgd.) S. H. McCUAIG,
Member.

(Because of its length and technical detail, the Memorandum mentioned in the Report has been detached. A summary of the recommendations follows.—Ed.)

SUMMARY OF RECOMMENDATIONS

Wage Increase

July 1958	April 1959	Nov. 1959	July 1960
2%	3%	3%	1.5%

Vacations with Pay

Effective July 1/60

- One week after 1 year's service at 2% of gross earnings
- Two weeks after 2 years service at 4% of gross earnings
- Three weeks after 15 years service at 6% of gross earnings
- Four weeks after 35 years service at 8% of gross earnings.

Improvements in vacations are:

- (1) Four weeks after 35 years service—previously vacation provisions only went as far as three weeks after 15 years service.
- (2) Two weeks after 2 years service—previously qualifying period was three years for 2 weeks vacation.

Health and Welfare

Effective July 1/60

\$4.87 per month to be paid to each employee in lieu of a Health and Welfare Plan.

Previously \$4.25 was paid in lieu of Health and Welfare Plan.

Statutory Holidays

Effective July 1/60

One additional day, bringing the total to 7.

Arbitrary Allowances

Effective July 1/60

Road Service

15 min. preparatory time and 15 min. final inspection time.

This is reduced from previous allowances of 30 min. preparatory time and 45 min. final inspection time.

Yard Service

10 min. preparatory time and 10 min. final inspection time.

This is reduced from previous allowances of 30 min. preparatory time and 15 min. final inspection time for steam locomotives and 15 min. preparatory time and 10 min. final inspection time for diesel locomotives.

Duration of Agreement

Three years from July 1/58 to June 30/61.

The Minority Report concurred with the recommendations of the Majority Report but recommended that the arbitrary allowances remain unchanged.

MINORITY REPORT

I regret that I must express my disagreement with my colleagues on the Board of Conciliation. However, the main issue involved in this dispute is of sufficient importance to merit more extended discussion than is contained in the Majority Report.

The parties to this dispute are the Brotherhood of Locomotive Engineers, and Northern Alberta Railway Company, as employer of locomotive engineers represented by the Brotherhood. The employer is owned jointly by Canadian National Railways and Canadian Pacific Railway Company.

The parties to this dispute are parties to a succession of collective agreements, the last of which was effective commencing July 1, 1956 until June 30, 1958. On May 4, 1958, the union served notice to effect changes in the agreement. On August 13, 1958, the employer wrote the union suggesting that negotiations be deferred pending settlement with the parent lines (that is, Canadian National Railways and Canadian Pacific Railway Company), and this was agreed to by the union. The employer enclosed with this letter proposals for revision of the agreement, including a proposal to abolish arbitrary allowances for preparation and inspection of locomotives.

By May 1959, settlements had been reached between the union and the parent lines, and on May 25 and 26, 1959, representatives of the employer and the union met in Edmonton. The result of these meetings is best expressed by quoting the text of a letter written over the signature of the General Manager of Northern Alberta Railways:

EDMONTON, Alberta,
May 28th, 1959.
FILE: 1562 (1958-9)

Mr. John Marshall,
Ass't. Grand Chief Engineer,
Brotherhood of Locomotive Engineers,
703-356 Main Street,
WINNIPEG 1, Manitoba.

Mr. W. S. Fee,
General Chairman,
Brotherhood of Locomotive Engineers,
10712-141st Street,
EDMONTON, Alberta.

Gentlemen:

With reference to negotiations conducted in connection with existing agreement between the Brotherhood of Locomotive Engineers and the Northern Alberta Railways.

In accordance with your requests I am enclosing to Mr. Marshall three (3) copies of draft memorandum of agreement resulting from such negotiations. Two (2) copies thereof are also forwarded to Mr. Fee.

Yours truly,

J. F. COOPER,
GENERAL MANAGER.

Encl.

It should here be observed that the "draft memorandum of agreement" referred to in Mr. Cooper's letter is "the Memorandum" referred to in the Report of the majority of this Board.

It seems quite clear from the language of this letter that the parties had negotiated, and had reached agreement respecting revision of the collective agreement. It seems equally clear that this agreement, which involved wage increases as well as other benefits to employees represented by the union, contemplated no change in arbitrary allowances for preparatory and final inspections of locomotives, nor any other changes in the agreement than those set out in the memorandum.

However, on June 16, 1959, Mr. Cooper wrote a further letter to the union suggesting that it was necessary to meet again to discuss further revisions of the collective agreement, and in particular that arbitrary allowances be reduced "... to actual time required." Further meetings between the parties followed, and continued disagreement resulted in the establishment of this Board.

When the Board commenced its hearings, the representatives of the employer stated the dispute in this way: "... the only major point at issue which stood in the way of a settlement was the Company's proposal No. 1 respecting the elimination of arbitrary allowances and substitution therefor of a provision for payment on the minute basis for the actual time required to be on duty."

It was to this question, accordingly, that the attention of the Board was directed.

The contention of the employer was that the arbitrary allowances were unrealistic in the light of modern operating conditions, and that the actual duties required of a locomotive engineer in respect of preparation and inspection could be performed in much less time than specified in the collective agreement. The union, for its part, contended that the allowances were inadequate for the proper inspection and preparation of locomotives, bearing in mind the heavy responsibility devolving upon an engineer, and that no reduction, much less elimination, of such allowances should occur.

It should at this point be observed that the employer did not state the issue as accurately as might have been. At first glance it appears that the employer proposed paying engineers for the time actually spent in preparing and inspecting a locomotive. However, in response to direct questioning on this point, a representative of

Canadian Pacific Railway Company stated bluntly that in fact the time to be paid for would be fixed "by supervision;" that is, by management. In other words, the employer, rather than seeking the elimination of "arbitraries" in fact sought their substitution—instead of allowances being fixed by negotiation and set out in the collective agreement, they were to be fixed by unilateral decision of the employer. An engineer, under this proposal, would be paid, not for time actually required in preparation and inspection, but for whatever time management chose to fix as being required.

The evidence advanced on behalf of the employer to justify its contention was, in my opinion, unsatisfactory. At one point, again in response to a direct question, a CPR representative stated that the preparatory duties of a locomotive engineer could be performed in two minutes and inspection in ten seconds. This absurd statement was made in the face of a bulletin as to the duties of engineers which was made part of the employer's case, reading as follows (the emphasis is mine—GJDT):

NORTHERN ALBERTA RAILWAYS
COMPANY

EDMONTON, Alberta,
January 8th, 1960.

Bulletin 78/3575

Enginemen's Bulletin Books: ALL POINTS.

With the advent of operation of GMD 1 type diesel locomotives on these Railways, instructions contained in Revised Diesel Bulletin No. 2, dated January 13th, 1958, and Diesel Bulletin No. 6, dated February 25th, 1958, are superseded.

The following preparatory, road inspection and final inspection duties will hereafter apply to steam or diesel locomotives, as required.

Preparatory Duties:

1. Sign register, read and sign bulletins.
2. See that the locomotive and its equipment is in a safe and satisfactory condition and ready for movement.

Road Inspection Duties:

1. At train inspection points, examine running gear.
2. Drain moisture from air reservoirs.
3. Check for air, water, fuel and lube oil leakage.
4. Check gauges periodically.

Final Inspection Duties:

1. Leave engine and hand brake fully applied, and where provided, see that safety chain is properly placed.
2. (a) Secure closed throttle, reverse lever on center, open cylinder cocks and relief valves and properly adjust fire. Leave at least three-quarters of a glass of water in boiler.

(b) Remove reverse handle with throttle in idle and selector lever in off position. Open generator field switch and turn isolation switch to start position. Open air box drains at all terminals except Dunvegan Yards.

3. Provide for proper protection during inclement weather.
4. Defects to be noted on work report for each unit.

A. Wotherspoon,
MASTER MECHANIC.

A good deal was said about the advent of diesel power and a consequent reduction in time required for preparation and inspection. However, the union pointed out that the responsibilities of an engineer were, in fact, increased, since it is now commonplace for one engineer to be made responsible for multiple power units, each of which requires separate attention in preparation and inspection.

In my opinion, the responsibility which devolves upon a locomotive engineer, coupled as it must be with necessary regard for the safety of the lives and property of railway employees and those who use railway facilities, whether as passengers or shippers, requires the most careful preparation and inspection of locomotive power units, whether diesel or steam. There was, as I have already stated, no evidence to justify the elimination of arbitraries. There was certainly none to justify the completely arbitrary adoption by the majority of the Board of the allowances set out in another collective agreement involving a different line.

Furthermore, in the light of the negotiations between the parties in May, 1959, which culminated in the Memorandum of Agreement referred to in Mr. Cooper's letter and in the report of the majority of the Board, it seems quite clear that any reduction of arbitrary allowances at this time involves a direct wage reduction which is not, in my opinion, justified by any evidence submitted to the Board.

Accordingly, while I am in agreement with recommendations numbered (1), (2), (3), (5) and (6) of the majority, I must disagree with recommendation numbered (4), and respectfully recommend in its place that arbitrary allowances to engineers as set out in the collective agreement which terminated June 30, 1958, remain unchanged.

Dated at the City of Saskatoon, in the Province of Saskatchewan, this 8th day of June, A.D. 1960.

(Sgd.) G. J. D. TAYLOR,
Member.

Report of Board in Dispute between

Stanleigh Uranium Mining Corporation Limited
and
District No. 6, United Steelworkers of America

This Conciliation Board met with the parties at Toronto, Ontario on May 14, 1960 to deal with the following matters:

Preamble, Contracting out of work, No discrimination, Union Security, No strike—No lock-out, Hours of work, Overtime, Premium Pay, Statutory holidays, Vacation with pay, Incentive and Production Standards, Rehabilitation and Pension Trust fund, Wages, Insurance Welfare Program, Store Purchases, Duration of Agreement, Established Practices, Preferential Seniority.

This Board is pleased to report that it was able to bring the parties together in a mutually acceptable settlement of all outstanding issues.

A Memorandum of Settlement was entered into and signed by the parties in the presence of the Conciliation Board and for purpose of record attached to the ribbon copy of this report as Appendix "A" will be found the original signed Memorandum of Settlement of which copies are attached as Appendix "A" to the carbon copies of this report.

Conclusion

This Board desires to record its appreciation of the fullest co-operation extended to it by the parties and their representatives which alone made possible the result.

Dated at Haileybury this 17th day of May, 1960.

(Sgd.) JOHN B. ROBINSON,
Chairman.

(Sgd.) D. B. ARCHER,
Member.

(Sgd.) DAVID MUNDELL,
Member.

APPENDIX "A"

Memorandum of Agreement signed before the Conciliation Board this 14th day of May, 1960, between Stanleigh Uranium Mining Corporation Limited and Local 5687 United Steelworkers of America.

The following items are agreed upon and shall, with the exception of item 8, be incorporated in a collective bargaining agreement, subject to agreement by the parties on all non-monetary clauses:

1. The collective bargaining agreement shall be for a term of three (3) years from May 16, 1960.

2. Wage rates in effect on the date hereof shall be increased by four (4) cents per

hour effective May 16, 1960; by an additional five (5) cents per hour effective May 16, 1961; and by an additional five (5) cents per hour effective May 16, 1962.

3. The work week shall consist of forty-two (42) hours.

4. Payment for work performed on the statutory holidays named in the old agreement shall be at one and one half ($1\frac{1}{2}$) times the applicable hourly rate, in addition to payment for the day.

5. Union security shall be the voluntary non-revocable check-off.

6. The increases in wage rates shall not be used to reduce incentive bonus.

7. The group insurance and welfare plan shall be improved in accordance with agreement reached, the cost, including the present Ontario Hospital Plan rates, to be borne equally by the employees and the Company.

8. A continuity bonus on the basis of six (6) dollars for each month of employment since date of last hiring, shall be provided by the Company and shall be payable to employees who remain with the Company as long as required by the Company, in the event of the closing of the mine, subject to the employee having a minimum of six (6) months' continuous service at the time of separation. If this bonus is paid by a company taking over this Company, the continuity bonus shall not be payable by Stanleigh Uranium Mining Corporation, Limited.

During June, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between District No. 6, United Steelworkers of America (production employees) and Stanleigh Uranium Mining Corporation Limited, Elliot Lake, Ont.

The Board was under the Chairmanship of His Honour Judge John B. Robinson, Haileybury, Ont., who was appointed by the Minister on the joint recommendation of the other two members, David W. Mundell, Q.C., and David B. Archer, both of Toronto, nominees of the company and union respectively.

A settlement of the dispute was reached before the Board and the terms of settlement are contained in a Memorandum of Agreement which is incorporated in the Board report.

The text of the report is reproduced here.

Report of Board in Dispute between

Consolidated Denison Mines Limited

and

United Steelworkers of America

During June the Minister of Labour announced that a settlement had been arranged by the Board of Conciliation and Investigation established to deal with the dispute between Consolidated Denison Mines Limited, Sprague, Ont., and its production workers represented by the United Steelworkers of America.

The Chairman of the Board was His Worship, Magistrate J. A. Hanrahan, of Windsor, and the other two members were George S. P. Ferguson, Q.C., and David B. Archer, both of Toronto, nominees of the company and union, respectively.

The report, which was signed by the Chairman and concurred in by the other

two members of the Board, advises that a settlement of the dispute has been reached before the Board in the form of a Memorandum of Agreement.

The terms of settlement contained in the Memorandum include: a 14-cent-an-hour increase spread over a three-year agreement, an improvement in the welfare plan, a continuity plan, improved vacations with pay, and adjustments in certain classifications and in overtime pay. The new collective agreement to be entered into is effective for three years from June 24, 1960.

The Status of Trade Unions in Canada

The explanation of the existence of trade unions in our society, how trade unions have been moulded by state intervention, controls on trade union activity and how these controls are applied, and the position of trade unions touching the rights of others are some of the questions dealt with in a new book entitled *The Status of Trade Unions in Canada*. The authors are James C. Cameron* and Frederick J. L. Young, respectively Professor and Assistant Professor of Industrial Relations at Queen's University.

The book is divided into chapters on Freedom of Association in Theory and Practice, The Status of Trade Unions in Britain, Legislative Powers in the Labour Field in Canada, Trade Union Status Under the Criminal Law, Early Developments in Collective Bargaining, The Growth of Trade Unions, The Use of the Administrative Board, The Problem of Uniformity, Other Aspects of Labour Relations Law, The Enforcement of Privileges and Obligations, and Trade Unions and the Rights of Others.

In the first chapter the authors have this to say about freedom of association:

"Competent observers seem to agree that the difference between the legal right of freedom to associate and the actual power to use that freedom effectively

stems from the fact that employers and employees are unequal in bargaining power. In the early stages of industrialization, legal freedom of association may be worthless to a group of employees seeking to improve working conditions, because the employer can easily replace them with unemployed individuals or agricultural workers eager to obtain factory employment. On the other hand, in a highly industrialized country, completely untrammelled freedom of association may cause the pendulum to swing to the other extreme. Powerful unions may be able to force policies upon employers, resulting in either bankruptcy of the employers or exploitation of the consuming public.

"It would seem, then, that the scope of effective exercise of freedom of association, like so many other democratic rights, defies accurate description. One may, however, make a general statement to the effect that legal and actual freedom of association must be ensured for employers and employees alike. One may also recognize that employees often require special legal privileges to counter the superior bargaining power of most employers"

*Prof. Cameron is retiring at the end of September (see page 778).

LABOUR LAW

Legal Decisions Affecting Labour

Supreme Court of Canada denies right to sue to unincorporated association in Quebec, in another decision deems employees of municipality in P.E.I. to have right to collective bargaining. N.S. Court upholds certification order

The Supreme Court of Canada ruled that under Article 81 of the Quebec Code of Civil Procedure (as it was before the 1960 amendments), neither the Montreal Joint Board of two local unions, which was an unincorporated body, nor the unincorporated local unions involved in the dispute could sue in their own names. The Court ruled also that the members of the Montreal Joint Board, being merely agents or mandatories of the local unions, could not bring a legal action acting as managers or trustees.

In another decision involving the municipality of Summerside, P.E.I., and a local of the International Brotherhood of Electrical Workers representing municipal employees of the electric light and power department, the Supreme Court of Canada ruled that there was no repugnancy between the P.E.I. Trade Union Act and the Summerside Incorporation Act and consequently the municipal employees involved in the dispute had the right to bargain collectively under the Trade Union Act.

In Nova Scotia, the Supreme Court (*in banc*) ruled that the decision of the Labour Relations Board whether or not an association is a trade union is not a decision on an issue collateral or preliminary to the granting of a certification order but an integral part of the main issue and is thus within the Board's jurisdiction and not open to review by the Court in *certiorari* proceedings.

Supreme Court of Canada...

...rules that under Quebec law unincorporated body has no legal capacity to sue in own name

On November 2, 1959, the Supreme Court of Canada, affirming the judgments of the courts below, ruled that the Montreal Joint Board, a group of 22 persons entrusted with the business of Local 205 and Local 262 of the International Ladies' Garment Workers' Union, and the Locals themselves,

have no legal status as a group or association to appear in a Court of Justice.

The action was brought by the Montreal Joint Board, an unincorporated board of two local unions, to recover union funds belonging to the parent international union and administered by the Board, which money was stolen by a bookkeeper employed by the Board. Locals 205 and 262 of the International Ladies' Garment Workers' Union, also unincorporated associations, joined as plaintiffs to obtain a judgment compelling the bookkeeper to pay the sum of \$14,193.34. The members of the Board, in bringing the suit, were acting not personally but as managers and trustees of the funds of these two locals.

The Superior Court dismissed the action. An appeal to the Quebec Court of Queen's Bench was dismissed on the ground that the Montreal Joint Board, being only a voluntary association, had no legal capacity to sue in its own name. Also, the Court held that the suit could not be brought in the name of the persons who comprised the Board because the funds stolen had not been entrusted personally to the members of the Board by the local unions. Moreover, since the members of the Board could not show that they were bound to indemnify the locals, no contract of deposit could be set up (L.G., March 1959, p. 289).

The judgment of the Supreme Court of Canada was rendered by Mr. Justice Fauquier. He noted that the dismissal of the action was based, in particular, on the provisions of Article 81 of the Quebec Code of Civil Procedure, which reads:

81. A person cannot use the name of another to plead, except the Crown through its recognized officers.
Tutors, curators and others representing persons who have not the free exercise of their rights, plead in their own name in their respective qualities. Corporations plead in their corporate name.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

These provisions were interpreted by the Judicial Committee of the Privy Council in *Porteous v. Reynar* (1887), 13 App. Cas. 120, as being applicable to mere agents or mandatories who are authorized to act for another or others, and who have no estate or interest in the subject of the trusts. But these provisions are not applicable to trustees in whom the subject of the trust has been vested in property and in possession for the benefit of third parties, and who have duties to perform in the protection or realization of the trust estate.

The evidence established that the funds fraudulently appropriated belonged to neither the Board nor to Locals 205 and 262 but to the International Ladies' Garment Workers' Union, the head office of which is in New York State. The evidence showed that the members of the Board had some management of the business of Locals 205 and 262, but were no more than agents or mandatories of the persons constituting Locals 205 and 262.

It was alleged that the Montreal Joint Board was a trustee and held the funds of the Locals as a trustee for the International Ladies' Garment Workers' Union. The word "trustee" admits of several interpretations, each of which may imply, in law, different obligations and rights for the person designated by this name. Under Quebec Civil Law, the words "trust" and "trustee" are peculiar to those acts of giving calling for conveyance of property to trustees for the benefit of persons profiting by the gift. But there must be legal evidence of a covenant, enabling the courts to decide whether, in law, there is a trust, and to determine the rights and obligations resulting from it for the parties. In the case at bar such evidence was not produced; therefore the members of the Board could not claim to have established that they were trustees.

Further, to prove that they were entitled to commence the action, the members of the Board claimed that they had an obligation to give an account of their administration and to put back the property claimed, which they received as managers of the affairs of Local 205 and Local 262. In Mr. Justice Fauteux's opinion this obligation to give an account, and to put back, is also that of the mere mandatory who, according to the provisions of Article 1713 C.C., is required to give an account of his administration and to restore and pay to the employer all that he has received under the authority of his mandate. This obligation, however, does not entitle the mandatory to plead in the name of the employer.

The members of the Board claimed also that they were responsible for the loss result-

ing from the offence of their employee, and thus liable to be sued by the third parties or the union itself; they thought that this gave them the right to sue the bookkeeper, in anticipation of the suit of which they may be the subject.

Assuming that this claim was founded in law and in fact, then, in Mr. Justice Fauteux's opinion, they could sue personally, and not acting as administrators and trustees of the Local unions 205 and 262.

In concluding, Mr. Justice Fauteux was of the opinion that the case was rightly judged and the members of the Board had not justified their right to commence the action against the bookkeeper. The Supreme Court of Canada dismissed the appeal and confirmed the judgments of the courts below. *Perreault et al. v. Poirier and Local 205 and Local 262, I.L.G.W.U.*, (1960), 23 D.L.R. (2d), Part 1, p. 61.

Supreme Court of Canada...

...rules P.E.I. municipality and its employees are subject to the province's Trade Union Act

On May 16, 1960, the Supreme Court of Canada, allowing an appeal from the decision of the Supreme Court of Prince Edward Island (in appeal), ruled that the Trade Union Act of the province constitutes valid legislative authority for trade unions to organize and bargain collectively. The Court ruled also that the employees of the electric light and power department of the Town of Summerside, represented by a local of the International Brotherhood of Electrical Workers as certified bargaining agent, have the right to bargain collectively with the municipality under the Trade Union Act.

The Town Council of Summerside refused to bargain collectively with Local 1432 of the IBEW certified as bargaining agent for its employees in the electric light and power department. The municipality argued that the Trade Union Act did not apply to the town employees because of specific powers given to the Town Council by the Act of Incorporation respecting hiring, dismissal and remuneration of employees. It was also argued that the Trade Union Act did not effectively legalize union activities in the province. The union applied for an order of *mandamus* to force the municipality to bargain.

The trial court dismissed the action, holding that a general statute like the Trade Union Act could not apply to a relationship governed by the terms of a special Act. The trial judge, however, did not accept as valid a contention that trade unions are illegal in the province (L.G., March 1956, p. 296).

On appeal it was held that although under the special act of incorporation the Town Council had exclusive unilateral power to deal with wages, salaries, appointments or hirings and dismissals of its employees, and in these respects it was not obliged to bargain collectively, the collective bargaining provisions of the Trade Union Act would apply to other relevant matters, such as hours of work, holidays, safety precautions, conditions of work and marginal benefits.

Also the Court ruled that the P.E.I. Trade Union Act must be construed as having removed any taint of civil disability or illegality from trade unions under the common law of restraint of trade (L.G., February 1959, p. 157).

The union appealed to the Supreme Court of Canada the part of the decision that excluded from the subjects of collective bargaining the topics of appointments or hirings, remunerations and dismissals. The municipality entered a cross-appeal from that part of the decision that held that the Trade Union Act of Prince Edward Island was effective to legalize trade union activities in the province and also from that part that held that certain topics of labour-management relations regarding municipal employees are subject to collective bargaining under the Act.

The judgment of the Supreme Court of Canada was rendered by Mr. Justice Ritchie, with whom the other judges concurred.

The Supreme Court was in agreement with the Court of Appeal that the Trade Union Act was effective to legalize trade union activities in the province.

Mr. Justice Ritchie rejected the contention that the taint of illegality that attached to trade unions in England in the 18th century was imported to Prince Edward Island with the original colonists and has never been removed by sufficient explicit legislative language and remains a part of the common law of Prince Edward Island.

Referring to the provisions of Sections 2 and 3 (1) of the Trade Union Act, which deal with the right of employees to form trade unions and the right to collective bargaining, he held that these provisions effectively constitute valid legislative authority for trade unions to organize and bargain collectively in the province.

Dealing with that part of the decision of the Court of Appeal that excluded from the subjects of collective bargaining the topics of appointments or hirings, remuneration and dismissals, Mr. Justice Ritchie recalled the argument in support of this decision, namely, that the Trade Union Act was inconsistent with the Town of Summerside Incorporation Act in that the above subjects

were specifically dealt with by By-law 326, which was validly passed under the latter statute. This by-law reads:

The salaries of Town officials, Firemen and all other Employees of the Town shall be such as the Town Council may from time to time determine and fix by resolution, and they shall remain in office during the pleasure of the Council, and should any vacancies occur, the Council may appoint others to take their place at any meeting of the Council.

The Court of Appeal took the position that by the provisions of this by-law "the topics of appointments or hirings, remunerations and dismissals" of employees were reserved to the Town Council and that the collective bargaining provisions of the Trade Union Act were trespassing on this reservation; they were, therefore, to this extent inapplicable to the Town because they formed part of a general statute, which must give way to the special provisions of the Summerside Incorporation Act.

The argument in the Court centred on the extent to which a general Act should give way to a special Act dealing with the same matter.

It appeared to Mr. Justice Ritchie that the position had been most clearly and correctly stated by Mr. Justice Duff (as he then was) in *Toronto Railway Company v. Paget*, 42 S.C.R. 488 at 491, where he said:

One possible view is that in such cases the provision in the general Act is to be wholly discarded from consideration. The other is that both provisions are to be read as applicable to the undertaking governed by the special Act so far as they can stand together, and only where there is repugnancy between the two provisions and then only to the extent of such repugnancy the general Act is to be inoperative. I think the latter is the correct view...

This view was reaffirmed by Mr. Justice Rinfret speaking for the majority of the Supreme Court in *City of Ottawa v. Town of Eastview* (1941) S.C.R. 448.

The right question to be asked, in the present case, was how far the two statutes could stand together in relation to their effect on the desire of the employees to bargain collectively with the Town of Summerside through their union representatives. Mr. Justice Ritchie was of the opinion that there was no repugnancy between these two statutes.

Section 62 of the Town of Summerside Incorporation Act provided that "officers" may be appointed by the Town Council and "shall hold office during pleasure" and that their removal, replacement and remuneration shall be at the pleasure of the Council. However, the Trade Union Act does not apply to "officers, officials or other employees employed in any confidential capac-

city" and the Town of Summerside Incorporation Act contains no such restriction with respect to employees generally. In fact, the only reference in that Act to the employment of employees deals specifically with those employed in the town electric plant and system, and is in the following broad language:

163. (2) The Town is empowered to employ such engineers, experts, agents and workmen as may be deemed necessary in surveying, evaluating, constructing, improving, extending and maintaining any such plant or system, and operating the same, and to lease, purchase or otherwise acquire such lands, rights, easements or privileges as may be deemed necessary for the purposes hereof.

It is true, Mr. Justice Ritchie added, that By-law 326 is capable of being construed as regulating conditions of employment of employees of the Town and as dealing with "topics of appointments or hirings, remunerations and dismissals," and it is also true that all such by-laws "shall be as legal and binding as if incorporated in and forming part of the Act" (s. 70) so long as they remain in force.

However, by Section 70 of the Act the Council has full authority "to make, ordain, enact, revise, alter and amend such by-laws as they may deem proper . . ." and this power includes the power to make such by-laws as may be deemed proper to comply with the terms of an agreement regulating the conditions of employment of its employees, provided that such provisions do not run contrary to the terms of the enabling statute.

If the Town Council sought to pass a by-law changing the terms of the employment of "officers," who are by statute declared to hold office "during pleasure," such regulations might conflict with Section 62 of the Incorporation Act. But in regulating the employment of the employees of the electric light and power department there is no statutory restriction on the powers of Council, who may make such by-laws to that end "as they deem proper."

In Mr. Justice Ritchie's opinion, there was no reason at law why the powers vested in the Town Council could not be employed in such manner as to enable the Town to conclude a binding collective agreement with the union acting on behalf of its employees in the electric light and power department. There is nothing, he added, in the Town of Summerside Incorporation Act to exclude the municipality from being required to bargain collectively and without restrictions with the union in accordance with the Trade Union Act, and if it could be shown that all the requirements of the Trade Union Act had been complied with

by the union, a *mandamus* should be issued to compel the Town Council to bargain collectively.

The Court allowed the union's appeal, and dismissed the Town Council's cross-appeal. *International Brotherhood of Electrical Workers, Local No. 1432 v. The Town of Summerside and A.G. of Prince Edward Island*. CCH Canadian Labour Law Reporter, para. 15,298.

Nova Scotia Supreme Court...

...dismisses application to quash certification order issued by N.S. Labour Relations Board

On March 26, 1960, the Nova Scotia Supreme Court (*in banc*), in *certiorari* proceedings, dismissed an application to quash a certification order issued to District No. 26 of the United Mine Workers.

The Court ruled that the Nova Scotia Labour Relations Board has jurisdiction to determine whether or not the union applying for certification is a "trade union" within the terms of the Trade Union Act. Further, the Court held, the finding of the Board that the union applying for certification was a trade union was not a collateral or preliminary matter essential to the Board's jurisdiction to adjudicate on a certification petition, but was an integral part of the Board's function, granted to it by the Act, when dealing with a certification application. Such finding of the Board was within its jurisdiction and thus unreviewable even if wrong.

An application was made to the Labour Relations Board by District No. 26, United Mine Workers of America, for certification under the Nova Scotia Trade Union Act as bargaining agent to represent a unit consisting of all the employees of Dominion Coal Co. Ltd., Glace Bay, N.S., eligible under the Act.

The application was made according to the Regulations under the Act, with the copies of the constitution of District No. 26 and that of the international union, United Mine Workers of America, attached. The application was opposed by the Central Auxiliary Workers Union, Glace Bay, and Local 2025, International Brotherhood of Electrical Workers, Glace Bay.

Hearings were held in March 1959, and the Board, being satisfied that a majority of the employees in the bargaining unit were members in good standing of District No. 26, and that the unit was appropriate for collective bargaining, issued on May 19, 1959 an order certifying District 26 as the bargaining agent for a bargaining unit consisting of all employees of the Dominion Coal Co. Ltd. in Nova Scotia, but excluding

all salaried employees and the company's employees under the jurisdiction of the Government of Canada.

The rival unions challenged the Board's decision in *certiorari* proceedings, asking the court to quash the certification order on the ground that the application for certification "should in law have been dismissed by the said Board on the ground that the applicant for certification was not a trade union within the meaning of the Trade Union Act, and that the said Board accordingly had no jurisdiction to grant certification . . .".

The motion was heard before Mr. Justice Patterson in September 1959, and in January 1960 he referred the matter to the court *in banc* (sitting as a full court).

The sole issue presented to the court was whether District No. 26 was a "trade union" within the Act, capable of being certified as a bargaining agent.

In support of the motion to quash the order, the following arguments were submitted. The Board committed an error of law manifest on the face of the order; the order was made without jurisdiction because it was based on an erroneous finding of a collateral or preliminary fact essential to its jurisdiction; Section 58 of the Act (the so-called privative section stating the finality of the Board's decisions regarding certain questions and among them whether an organization is a trade union) could not apply to errors of law *ex facie*, or exclude review of findings as to collateral or preliminary facts essential to jurisdiction as opposed to findings made in the exercise of jurisdiction.

Section 1 (s) of the Act defines "trade union" or "union" as "any organization of employees formed for the purpose of regulating relations between employers and employees which has a written constitution, rules or by-laws setting forth its objects and purposes and defining the conditions under which persons may be admitted as members thereof and continued in such membership."

Mr. Justice MacDonald in his reasons for judgment dealt first with the contention that there was an error of law on the face of the record. To substantiate this claim the constitutions of District No. 26 and of the international union were filed. It was not disputed that District No. 26 has been chartered by the international union or that its constitution was to be found, in part, in the constitution of the international union.

Both documents were scrutinized to determine whether District No. 26 is a body within the definition of a trade union.

In Mr. Justice MacDonald's opinion, the perusal of both constitutions showed that District 26 was an organization of employees "formed for the purpose of regulating relations between employers and employees"; that the constitution of the District "sets forth its objects and purposes" and "defines the conditions under which persons may be admitted as members thereof and continued in such membership." Members in a local are also members of the international and of the District that includes that local; both the locals and the District are chartered by the international. Regarding the members in the locals and in District 26, the power of collective bargaining has been vested in the officers of the District and in the District Convention, subject to the approval of all members concerned.

In the certification proceedings the primary function of the Board is to determine whether an organization is a trade union. Also the Board must investigate the union constitution to find out whether the alleged union members in the bargaining unit are "members in good standing" in the applicant union and whether the union is free from employer domination. The Board determines its own procedure and makes regulations as to what shall constitute proof of membership in good standing. In these matters the Board in making necessary determinations should have latitude and the courts should refrain from imposing technical requirements not contemplated by the legislation.

The contention in this case involved a technical question whether there was on the record a manifest error of law.

The applicable rule is that "where upon the face of the proceedings themselves it appears that the determination of the inferior tribunal is wrong in law, *certiorari* to quash will be granted. The tribunal is not obliged to set out . . . the reasons which led to its decision, but if it does state them the superior court will consider the question whether they are right in law, and if they are wrong in law, will quash the decision" (11 Hals. 3rd ed., p. 61).

Mr. Justice MacDonald noted that there is considerable scope for discussion as to what constitutes the record or face of the proceedings, which enables a court to sit in appeal from errors of law in the exercise of jurisdiction. In the case at bar the order by necessary implication did say that the Board did hold that District No. 26 was a trade union under the Act. This involved the determination of a question of law within the rule and that determination was not wrong in law. Consequently the first contention that there was an error of law on the face of the record had to be rejected.

Dealing with the contention that the Board's order was made without jurisdiction because it was based upon an erroneous finding (the finding being that District 26 was a trade union) as to a collateral or preliminary fact essential to the Board's jurisdiction, Mr. Justice MacDonald reviewed the body of case law involving the jurisdiction of labour relations boards. The following is the rule applicable to this situation: "The jurisdiction of an inferior tribunal may depend upon the fulfilment of some condition precedent (such as notice) or upon the existence of some particular fact." Such a fact is collateral to the actual matter and an inferior tribunal cannot, by a wrong decision with regard to such a collateral fact, give itself a jurisdiction which it would not otherwise possess.

On the other hand, "if the fact in question is not collateral, but a part of the very issue which the inferior tribunal has to inquire into, an order will not be granted, although the inferior tribunal may have arrived at an erroneous conclusion with regard to it... The distinction is between the case where jurisdiction is conferred on an inferior tribunal only upon condition that some particular state of facts exists and the case where the question of the existence of the fact is one of the issues of fact which the inferior tribunal is given jurisdiction to determine" (11 Hals., 3rd ed., paras. 116-17, pp. 59-60).

"The inferior tribunal must, indeed, decide as to the collateral fact, in the first instance; but the superior court may upon *certiorari* inquire into the correctness of the decision, and may quash the proceedings in the lower court if such decision is erroneous" (11 Hals., para. 270, p. 143).

However, "there may be tribunals which, by virtue of legislation constituting them, have the power to determine finally the preliminary facts on which the further exercise of their jurisdiction depends" (Hals., *ibid* at p. 59).

Mr. Justice MacDonald noted that Section 68 (1) of the Ontario Labour Relations Act, which is similar to Section 58 of the Nova Scotia Trade Union Act, has been held as rendering the decisions of the Board as to the questions listed therein final and that "there cannot be collateral decisions as to whether a person is a member of a trade union or... whether a trade union represents the employees" (the *Genaire* case, L.G. 1958, p. 1291). Also, in another decision, it was held that the Ontario Board had jurisdiction to entertain an application and to determine finally whether the applicant was a trade union (the *McCord* case, L.G. 1956, p. 1415).

In *The Queen v. Labour Relations Board* (1955) 2 D.L.R. 681) the Nova Scotia Supreme Court stated that "the Board has been appointed for the very purpose of determining whether or not a unit is appropriate for collective bargaining. The Board had jurisdiction over the question, over the persons involved and the power and duty to determine the appropriateness of the unit. It is a question of fact."

The Supreme Court of Canada in *Labour Relations Board for B.C. v. Canada Safeway Ltd.* (L.G., 1953, p. 1170) ruled that the question whether workmen were employed in a confidential capacity was not one relating to a collateral matter but was for the Board to decide finally as part of the main issue and its decision thereon was not reviewable.

In *Labour Relations Board v. Traders' Service Ltd.* (L.G., January 1959, p. 58) the Supreme Court of Canada was faced with a certification order attacked as involving a wrong determination of an alleged collateral issue, namely, whether a group of workmen were employees of a particular employer. The majority of the Court, holding that the order could not be quashed, noted that the Board is required to determine whether a person is an employer or employee and that its decision is final and conclusive. Also the Court held that the Board's decision had not been as to a "collateral issue" but one within the main issue.

Mr. Justice Judson in this respect said:

There is no difference in principle between a determination of the capacity in which a person is employed and a determination of the question of the relation of employer and employee. Neither question is a collateral issue. There are no two issues here before the Board, the first whether a man is an employer and the second, whether he is the employer of a particular employee. The issue is a single one and entirely within the Board's jurisdiction. It was for the Board and the Board alone to make the finding on the one issue and this finding is not open to review by the Court.

Mr. Justice MacDonald noted that the Canadian cases referred to held that the several issues involved were not collateral but came within one or more of the clauses of sections making orders "final and conclusive." These sections are identical with or highly similar to section 58 of the Nova Scotia Trade Union Act. This conclusion applies also to the determination of the question whether an organization is a trade union. Further support for the conclusion that this type of question is not one collateral or preliminary to jurisdiction but an integral part of the Board's main function

to grant or reject certification may be found in various provisions of the Trade Union Act.

Various decisions and determinations which have to be made by the Board in the course of dealing with the application for certification must be regarded as having been made in the exercise of its jurisdiction and in discharge of the Board's duty to certify or refuse certification. In this sense it is unnecessary to rely upon Section 58 (which requires the Board to decide certain questions and its decision thereon is "final

and conclusive") as excluding *certiorari* for the reason that *certiorari* does not lie to review decisions of this nature.

The Court held that the decision of the Board whether District No. 26 was a trade union within the Act was on a matter within the Board's jurisdiction to determine, and unreviewable even if wrong. The application for *certiorari* was dismissed. *Re United Mine Workers of America, District No. 26*, (1960) 23 D.L.R. (2d), Part 5, p. 328.

Recent Regulations, Federal and Provincial

Alberta revises safety rules for grain elevators. British Columbia issues new regulations respecting wireless signalling devices used in logging operations

In Alberta regulations dealing with grain elevators, issued under the Factories Act and the Workmen's Compensation Act, lay down new requirements with respect to manlifts and personal protective equipment.

In British Columbia regulations under the Workmen's Compensation Act concerning wireless signalling devices used in logging operations provide that such equipment must be operated by competent workmen.

Other regulations deal with overtime rates in federal government construction contract work, and safety in oil and gas well drilling rigs in Alberta.

FEDERAL

Fair Wages and Hours of Labour Act

The Fair Wages and Hours of Labour Regulations (P.C. 1954-2030) have been amended by new provisions dealing with rates of wages for overtime in federal government construction contract work.

The new provisions, which were approved by P.C. 1960-715 and gazetted June 8, were made under authority of Section 6 of the Fair Wages and Hours of Labour Act, which permits the Governor in Council, on the recommendation of the Minister of Labour, to make regulations setting overtime rates for work covered by the Act.

One new provision states that, unless the Minister of Labour orders otherwise, employees working on federal government construction contracts must be paid time and one-half for hours worked beyond 44 in the week. Another provides that, if the Minister so orders, such employees must be paid the premium rate for all hours worked in excess of eight in the day.

The new provisions apply to contracts entered into after August 1, 1960.

Previously, no overtime rate had been set by regulation under the Act. The Act limits hours to eight in the day and 44 in the week except in cases of emergency as may be approved by the Minister. The regulations respecting the fair wages policy (P.C. 2029) provide that, under special circumstances, the Minister may decide what are the current or fair and reasonable rates for overtime. The policy has been to instruct the contractor, where an overtime permit has been granted, to pay overtime rates at not less than one and one-half times the rates of wages required to be paid under the contract but there have been a few exceptions to this.

PROVINCIAL

Alberta Factories Act

Oil and Gas Well Drilling Rigs

Alberta has issued under the Factories Act regulations governing the erection, operation and dismantling of oil or gas well drilling and servicing rigs and derricks.

The new regulation (Alberta Reg. 172/60), gazetted June 15, rescinds Alberta Reg. 328/57. Its provisions are more extensive than those rescinded, but are almost entirely the same as in Alberta Reg. 371/59 (L.G., Jan., p. 77), issued under the Workmen's Compensation Act.

The new regulation requires that where the factor of safety of a drilling line has been reduced to less than three, immediate and subsequent inspections must be made by the toolpusher and driller to ensure that the line is suitable for continued operations.

Another new requirement provides that all power driven mud pumps must be

equipped with a safety relief valve that will release in the event of excessive pressure.

The foregoing provisions are not contained in the regulation issued under the Workmen's Compensation Act.

Grain Elevators

Alberta Regulation 173/60, issued under the Factories Act respecting the construction, operation and maintenance of machinery and equipment in grain elevators, annexes and mills, was gazetted June 15, rescinding Alberta Reg. 327/57 (L.G. 1957, p. 190; *see also* 1953, p. 586).

The former provisions remain unchanged with the exception of certain requirements relating to manlifts.

A new provision states that for the suspension of manlift cars and counterweights only wire ropes of best plow steel or the equivalent may be used.

Where manlift cars and counterweights are suspended by more than one cable, each wire rope must be at least one-quarter inch in diameter. If three or more wire ropes are used, a safety device to stop and hold the car is not required.

The diameter of a sheave for a manlift cable must now be not less than 40 times the diameter of the wire rope used; the previous minimum diameter was 18 inches.

If the counterweight of a manlift is not entirely enclosed it must be so guided that it cannot become accidentally disengaged from the guides. Also, protection must be provided to a height of six feet on open sides at the work floor and other levels where a person might be struck by the counterweight.

Where manlift cars do not have a safety device to stop and hold the car, counterweights must be guided in open runways and a removable panel installed in the side of the car adjacent to the runway to facilitate inspection of the wire ropes.

Guide rails must now be of metal or straight grained fir or hardwood free from knots and checks. They must be attached to supporting members with bolts, lag screws or wood screws. Manilla ropes may not be used for manlift guides.

Platforms of manlifts with enclosed cars must be constructed of perforated material to enable the operator to have a clear view below the car.

Manlifts must be installed satisfactorily to obtain approval of the factory inspector and plans and specifications of employees' belt lifts must be submitted to the Chief Factory Inspector for approval before installation is begun.

Alberta Workmen's Compensation Act

Safety regulations governing the erection, maintenance and renovation of grain elevators, grain annexes, seed mills and seed cleaning plants, issued under the Alberta Workmen's Compensation Act as Regulation 144/60, were gazetted May 31. They apply to all employers and workmen concerned with these activities, and are effective July 1, 1960.

The new regulations make the employer responsible for ensuring that his workmen know and comply with these and other relevant safety regulations. They also require supervisors and foremen to see that employees work safely and under safe conditions. Workmen must use the safety equipment that the employer is obligated to supply and are forbidden to conduct themselves in a manner that endangers themselves or others.

The employer is required to provide a first aid kit according to the requirements of the Workmen's Compensation Board. The employer also has to provide safety hats for his workmen, and a suitable winter liner from November to March. Workmen must wear safety hats where there is danger of falling objects.

The employer must supply approved eye protective equipment, which his workmen must wear when handling material that is liable to injure or irritate the eyes, or when engaged on work where there is an eye hazard from flying objects or injurious light or heat rays.

Detailed requirements are set out for scaffolding for grain elevators, swing stage scaffolds, scaffolding of a balloon annex, and gin poles.

A special provision relates to the authority of inspectors where the regulations do not contain specific safety requirements in connection with the use of unsafe equipment, materials or tools, or the unsafe or improper use of tools or equipment, or unsafe working conditions. In these cases, an inspector is empowered to order an employer or operator to make whatever changes, improvements or repairs may be necessary to remove hazards to workmen or to reduce the possibility of accidents.

Except where this regulation provides otherwise, all other safety regulations of the Board and all other directions concerning the safety of workmen, persons or property set out in the legislation of Canada or the Province of Alberta apply to employers or workmen engaged in activities with which the new regulation deals.

(Continued on page 842)

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants at month-end and of initial and renewal claims during the month, average weekly number of beneficiaries, and amount of benefit payments all lower during May than in April, higher than in May 1959, statistics* show

Claimants† for unemployment insurance benefit on May 31 numbered 364,300, compared with 486,300 regular claimants on April 29, and 279,400 on May 29, 1959. The total of regular claimants was thus 25 per cent lower than at the end of April, but 30 per cent greater than at the end of May last year.

The decline in the number of claimants between April and May this year was slightly less than the 27-per-cent decrease last year.

On April 29 there were, in addition to the 486,300 claimants for regular benefit, 228,600 claimants for seasonal benefit. Seasonal benefit ended on May 21 this year, on May 16 last year. Data for May therefore cover only claimants for regular benefit, whereas the April figures covered both regular and seasonal claimants.

Initial and renewal claims for benefit during May numbered 165,600, which was 23 per cent less than the April total of 214,600, but 23 per cent greater than the figure of 134,000 in May last year.

Of the 110,200 initial claims for May, it is estimated that some 45 per cent were from claimants who had exhausted regular benefit and wanted to be considered again for regular benefit or for an extension of benefit under seasonal provisions.

The average weekly number of beneficiaries was estimated at 560,800 for May, 732,900 for April and 485,800 for May 1959.

Benefit payments totalled \$52.2 million in May, down 15 per cent from the \$61.8 million in April. During May 1959 benefit payments amounted to \$40.4 million.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant statistics with those for a previous period, factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

The average weekly benefit payment was \$22.17 for May, \$22.18 for April and \$20.81 for May 1959.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for May showed that insurance books or contribution cards had been issued to 3,512,840 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1960.

At May 31 employers registered numbered 328,328, an increase of 778 since April 30.

Enforcement Statistics

During May 6,440 investigations were conducted by enforcement officers across Canada. Of these, 3,865 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 126 were miscellaneous investigations. The remaining 2,449 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 146 cases, 10 against employers and 136 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,950.*

*These do not necessarily relate to the investigations conducted during this period.

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Unemployment Insurance Fund

Revenue received in May totalled \$25,187,592.93† compared with \$22,194,917.24† in April and \$18,831,693.78 in May 1959. Benefits paid in May totalled \$52,213,-

351.82† compared with \$61,767,880.26† in April and \$40,446,281.55 in May 1959. The balance in the Unemployment Insurance Fund on May 31 was \$299,293,511.04†; on April 30 it was \$324,986,215.82† and on May 31 last year \$432,847,911.14.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1739, May 19, 1960

Summary of the Main Facts: The claimant, married, 45 years of age, filed a renewal application for benefit on May 25, 1959 and was registered for employment as a paper cutter. He stated therein that he had worked as such for a printing firm in Toronto, Ontario, from February 1, 1959, to May 21, 1959, when he was dismissed because he could not "get along with the boss." His rate of pay at the time of separation was \$2.25 an hour. The employer submitted his own version of the employee's separation on Form UIC 479 and stated:

This man *left*; was not laid off or fired. Told Foreman he has been trying for three weeks to get fired so that he could collect unemployment insurance. Was told several times to fill out time sheet and his answer to me was I'll quit first, so in my opinion, he quit. If I were to fire him I would have done so at once, not letting him finish the day.

The insurance officer notified the claimant on June 4, 1959 that he was disqualified from receipt of benefit for the period May 24, 1959 to June 27, 1959 inclusive, because, in his opinion, he had voluntarily left his employment without just cause (section 60 (1) of the Act).

In response to a request from the local office for further information, the claimant on June 5, 1959 stated as follows:

It was impossible to fill out a time sheet because I never got dockets with half the jobs I did. My boss was unreasonable in every way—I could never satisfy him.

Also I did not quit voluntarily. I was given my wages and my insurance book at closing time the last day. I took it to mean I was fired. (Exhibit 4).

The claimant based his appeal to a board of referees on a letter which a controller of the city of Toronto wrote to the local office on July 21, 1959 and which reads, in part, as follows:

(The claimant) states that no one can work for this man, that he is impossible to get along with, that as many as five men start there in one day and "all leave the same day." He says

"even his foreman...had to quit at the end of six months." (Apparently he now works at... Company as a proof reader.)

(The claimant) says that (the employer) stands behind the men all day swearing and cursing at them. He says that (the employer's) statement that he quit voluntarily is not true. He said he put up with this for four months and was then dismissed. He complains that you disqualified him for unemployment insurance and that you are sending other men to this impossible situation with which he was obliged to contend...

I would be pleased if you would investigate (the claimant's) complaint and ascertain if your Department has done him an injustice in cutting off his unemployment insurance in this case. (Exhibit 5).

The board of referees which heard the case on January 14, 1960 by a majority decision dismissed the appeal and confirmed the disqualification which had been imposed by the insurance officer. The board stated in its decision that the claimant and the employer attended the hearing but added little to the evidence already contained in the submissions. The majority of the board was also of the opinion that the evidence "contained herein and given by (the employer) that the claimant stated that he would quit first before filling out proper time sheets was acceptable" and that, therefore, in its opinion, he did, in fact, leave his employment without just cause within the meaning of the Act.

The dissenting member of the board contended that, inasmuch as the evidence given by the employer and the claimant was contradictory, any doubt that might exist in the case should be resolved in favour of the claimant.

The claimant appealed to the Umpire on February 12, 1960 on the same grounds as those contained in Exhibit 4 herein quoted.

In view of the contradictory statements made by the parties, the claimant was requested to obtain individual statements from two or three of the former or present

†All figures for April and May of this year are subject to change.

employees of the printing firm as to the unsatisfactory working conditions which allegedly existed there. The claimant answered in the following manner: "I am unable to get such statements as you request. Note attached advertisement which appears nightly in the newspapers" (the advertisement has to do with an offer of employment for pressmen at his former employer's premises).

In a letter dated March 28, 1960 the claimant denied that he had told the foreman he had tried to get dismissed in order to collect unemployment insurance. He pointed out that he could not have made such a statement to the foreman since there was no foreman at the time of his dismissal. In regard to the filling out of time sheets and his separation from the employ of the company he stated:

The last day I worked for this man, he came and said here is a time sheet, you will have to make it out, and . . . well like it or not. And I said to him, you told me before I would not have to make any time sheets out, because I never received half the dockets for the jobs I done, therefore I could not make out a time sheet, but he just walked away. That was 2:30 in the afternoon. He could have come to me and tried to explain how I could fill a time sheet but he never even came back.

At quitting time the head pressman came to me when I was going home, and handed me my pay and Insurance Book, therefore I took it for granted I was fired.

The Chief of the Claims Division of the Commission submitted a report of an investigation that had been carried out at the plant of the claimant's former employer. This report reads in part:

I visited the plant of the . . . and had interviews with . . . the General Manager and two of his employees . . .

(One of those employees) has been employed for over ten years and (the other one) for four years. Both stated that all jobs had dockets for costing same and employees made out time sheets from dockets.

(The manager) admits swearing at (the claimant) but explained the circumstances, which were—Although (the claimant) had been warned against the practice, he insisted on operating the electric paper guillotine by jamming one of the push buttons so that the machine could be operated by activating the remaining switch with one hand and feeding the paper stock with the other hand. This machine is equipped with this safety device to protect the workers' fingers and hands and (the manager) himself has lost three fingers from his hand in an accident with a paper cutting machine, so he naturally feels quite strongly on the subject of safety.

(One of the employees) stated (the claimant) used to plug safety switch on one side of cutting machine so he could operate with one hand, and he had heard (the manager) swearing at him for doing so.

I saw pay roll sheets for Mr. . . . who was hired as Superintendent at \$125 per week. He earned an average of \$150 per week for the ten weeks he was employed but left on his own accord because he did not feel capable to run plant.

Considerations and Conclusions: It is not clear from the evidence whether the claimant voluntarily left his employment or lost it by reason of his own misconduct.

If he voluntarily separated, it was without just cause, in that the difficulties and unpleasantness he had with the employer stemmed from his lack of co-operation and could have been easily remedied by a change of attitude on his part. If, on the other hand, he was dismissed, it was by reason of his own misconduct, inasmuch as he was not operating his machine in accordance with the employer's instructions, particularly with regard to his own safety. Moreover, he was not filling out his time sheets as directed, which he had no reasonable excuse for not doing as two of his fellow workers of several years' service stated that dockets were supplied for all jobs.

In either event, he was subject to disqualification under section 60 (1) of the Act and I, therefore, maintain the majority decision of the board of referees.

Decision CUC-44, June 16, 1960

Summary of the Main Facts: The applicant in the present case, *viz.*, the Shaw Steamship Company Limited of Halifax, Nova Scotia, operates several boats which are usually engaged in the shipping of freight. However, one or more may go on a sealing expedition during the sealing season in the very early part of the spring. This operation, which generally lasts for approximately eight weeks, is, however, broken off when a full cargo is obtained or when the sealing captain decides it is no longer profitable to continue the hunt due to the daily number of seals having been caught. The sealing crew is paid one-third of the gross landed value of the total catch and the remaining two-thirds goes to the company, which supplies the equipment, food and lodging, as well as the ship.

In March and part of April 1958, the said company operated the vessel *Arctic-Sealer* for the purpose of hunting seals on the ice floes in the Gulf of St. Lawrence and the North Atlantic Ocean. The crew totalled about 69 members, of which approximately 58 were engaged in the actual sealing operation. Not all the sealers were fishermen. Some were farmers, some were lumbermen and some were from various occupations. Most of them, however, resided in Newfoundland.

The records indicate that the company had insured the regular crew members under the Unemployment Insurance Act but not the sealers, the company taking the stand that the latter were not employed under a contract of service.

It seems that inquiries were made at the Commission's local office in St. John's, Newfoundland, by members of the sealing crews of the *Arctic-Sealer* as to their eligibility for unemployment insurance in that, according to the district auditor of the Commission, "other sealing vessels operating under similar conditions from Newfoundland had insured their crews".

On September 24, 1958 the district auditor informed the company, by letter, that the crews of the sealing vessels, including all the sealers, were considered to be employed under a contract of service and thereby engaged in insurable employment, and that, under such conditions, the company was required to make unemployment insurance fishing contributions in respect of them.

On October 18, 1958 the president of the company replied to the district auditor. He stated in his letter that the company had decided not to make a sealing voyage in March 1959. He also said:

This will leave 75 Newfoundlanders unemployed, and they will miss the opportunity of making 20,000.00/25,000.00 as we just are not interested in sending a vessel to the icefields, if we have to collect unemployment from the sealers who are on shares, and to also contribute towards this ourselves. We find it hard to understand why we have to provide a ship, take a \$35,000 gamble on outfitting for sealing, and then to become involved in collecting unemployment contributions, paying an equal amount ourselves, when the sealers are in with us on the venture as far as seals secured, but are free of all obligations should the venture suffer a loss. We at any rate won't be involved in your new ruling as our M/V *Arctic-Sealer* will make no Sealing Voyage in 1959.

On January 29, 1959 the company advised the district auditor that, for reasons of its own, it had decided to again send the *Arctic-Sealer* on a sealing voyage and wished to be informed of the company's position in the matter of contributions in respect of the sealers. The company contended in its letter that it should not be required to make contributions to the Unemployment Insurance Fund in respect of them since the "sealers share in the venture" and "are partners with us" therein.

On February 6, 1959 the Chief Coverage Officer of the Commission replied to the company's letter of January 29, 1959 and said "...in our opinion, the men employed in your sealing operations are employed under a contract of service and therefore

entitled to unemployment insurance stamps in respect of this work. However, you have the right to request a formal decision on this matter by the Unemployment Insurance Commission...".

The President of the said company completed Form UIC 593, "Application for Determination of Question under the Unemployment Insurance Act" and stated therein that the sealing master and not the company, had the right to exercise control as to the method of performance of duties by the sealers and "that sealing crews operating on a share basis are working for their own interest and therefore it is our contention that they are not entitled to unemployment stamps". The Commission, however, did not render a decision on the question but instead, pursuant to section 33 of the Act, referred it to the Umpire for decision and informed the interested parties accordingly.

The agreement (Exhibit 32) which covered the crew of the *Arctic-Sealer* for the 1958 sealing season reads as follows:

This Agreement entered into at . . . between . . . owners of the Good Ship or Vessel called the . . . and . . . Master of the said Ship and the several persons whose names are signed hereto as crew of the said Ship.

Witnesseth that the several persons undersigned agree to proceed on a sealing voyage in the said ship and to serve in the several capacities set opposite their respective names. The crew shall come into service on the . . . day of March, 19 . . . without notice and proceed to sea whenever the Master may deem fit. Each man shall assist in trimming coal or handling ballast and do any work in connection with the voyage required of him. Each man shall in all respects exert himself to the best of his ability for the good of the voyage and be at all times obedient to the lawful commands of the Master and officers, whether on board, at sea, on shore, or on the ice in all respects as if shipped on wages, and should any man neglect or be found incompetent for the proper performance of his duties in any respect (except by reason of sickness) he shall be entitled to only such share of proceeds of the voyage as the Master may allow him. Should any man be drunk or disorderly, or refuse to obey the lawful commands of the Master or Officer in charge before leaving port on the voyage, he may be dismissed by the Master, and shall not be entitled to any share of the proceeds of the voyage or other compensation; nor shall any man be entitled who shall absent himself after coming into service, at any time until the final termination of the voyage without leave of the Master. Any man failing to proceed on the voyage after signing articles shall not be entitled to any share of the proceeds of the voyage. Any embezzlement or wilful or negligent loss or destruction of any part of the ship's cargo, stores or equipment shall be made good to the Owners out of the earnings of the party so offending, or conniving at such offence, without prejudice to any other remedy which the Owners may have for same. In case of any gun or rifle being wilfully or carelessly lost or damaged during the voyage, the loss or damage shall be made good to the Owners by

deduction from the crew's share of the proceeds of the voyage. Engineers and firemen shall not be required to go upon the ice, except by order of the Master. In the event of the Master named in this agreement being prevented by sickness or other cause from proceeding upon or prosecuting the voyage, this agreement shall be in all respects in force and binding as between the undersigned and the Master who may be appointed in his stead.

1. The Master, Officers and Crew further agree to use special care to keep the seals of all classes free from coal-dust or other uncleanness of any kind and free from running fat, keeping the said seals iced down if necessary to prevent running.

2. In consideration of this Agreement being in all respects well and faithfully performed, the said crew are to receive as remuneration for their services at the final termination of the voyage or each trip if there be more than one (which shall include the discharging and weighing off of seals) every man an equal share or portion, according to the number of the crew; Master, Officers, engineers and firemen included, of one-third of the value of the seals brought in and delivered from the vessel, one full man's share having been first deducted from the said Value (for distribution amongst the Officers as the Master may deem fit). A man's share in lieu of a man's share to Master, shall be given to the firemen to be equally divided between them. From the share due each man shall be deducted and retained the amount of his account with the Owners. The Owners do not bind themselves to give any outfit or crop to the crew, but in the event of such being issued, the price charged shall be one-third over the retail cash price of such articles issued, which one-third shall be deemed to be full compensation for the risk run, and any balance remaining unpaid by the said crew at the termination of the voyage shall be cancelled. It is agreed that the whole of the seals shall be landed at such places as Owners of ship may direct, immediately upon arrival of the ship.

3. It is agreed between the Owners and the crew that the crew's one-third share of the value of the seals shall be calculated on the basis of per hundredweight for young harps, per hundredweight for young hoods, per hundredweight for bedlamers, and per hundredweight for old harps and old hoods, subject to the usual deductions for tare and damaged skins. The weighing off and assorting shall be done under superintendence of the Second Hand or a Master Watch or other person or persons representing the crew and a wharfinger or other person or persons appointed to represent the Owners.

4. It is expressly understood and agreed that no member of the sealing crew may collect on his own account or make private arrangement for the procuring of "flippers" from the seals taken on the sealing voyage to which this Agreement applies. Any "flippers" taken on the said voyage may be taken only under instructions from and at the discretion of, the Master.

5. If any man absents himself without the leave of the Master in charge or neglects his duty until all the seals are landed, he shall incur a fine of Two Dollars (\$2.00) per day for every day he is absent from or neglects such duty, and the same shall be deducted from his share of the proceeds of the voyage.

6. If any man shall sign a false name or a name not his own and shall proceed in the said vessel personating or representing himself to be another, it shall be in the option of the Master or Owners to withhold from him any share of the proceeds of the voyage.

7. The voyage shall consist of either one or two trips and shall continue until the first day of May if the Master or Owners so desire. If the ship puts into port and makes a second trip, the Master may discharge any man or men he pleases before sailing on the second trip, but all men hereby agree to sail on a second trip if the Master so desires and requests them, and no man's services shall be considered terminated until the ship has remained at the fishery until May 1, before bearing up for port, unless the Master releases him sooner . . .

On January 15, 1960 at the Umpire's request, the Chief of the Coverage Division of the Commission sent to various employers engaged in sealing operations, a letter asking them to express their views and any representation they might wish to make in connection with the matter in question. A similar letter was also sent to the Canadian Labour Congress.

On January 22, Christensen Canadian Enterprises Limited, Montreal, Que., wrote that it had paid unemployment insurance contributions for the members of the sealing crews of its sealing vessels. On January 27, Karl Karsen and Co. Limited, Halifax, N.S., replied that it had done likewise. On February 8, A. Andras, Director of Legislation, Canadian Labour Congress, submitted an elaborate and interesting statement of observations to the Umpire to the effect that, in the opinion of the Congress, the sealing crews of the Shaw Steamship Company Limited were employed under a contract of service and, therefore, were engaged in insurable employment.

On June 8, 1960 the Umpire heard the case in Halifax, N.S. Among those who were present at the hearing were A. M. Shaw, representing Shaw Steamship Company Limited; J. Denker, secretary-treasurer of the *Arctic-Sealer* ventures; K. Henriksen, representing Karl Karlsen and Co. Ltd. and Christensen Canadian Enterprises Ltd.; James A. Power, Senior Counsel, Dept. of the Attorney General, Province of Newfoundland; and F. G. Power, an officer of the Legal Branch of the Unemployment Insurance Commission.

Considerations and Conclusions: I wish to express my appreciation of the able manner in which those who appeared before me, regardless of the interest which they represented, stated their views in respect of the present issue, viz., whether the members of the sealing crews of the Shaw Steamship Company Limited whose conditions of employment are regulated by the agreement

produced as exhibit 32 are employed under a contract of service and are, therefore, in insurable employment.

I also wish to reiterate the following statement which I made during the course of the hearing, that the applicable provisions of Regulation 191, which governs the present case, make it a condition that the members of a crew engaged in catching seals are insurable as fishermen only if they are members of "a crew engaged under a contract of service for that purpose" and that, in my opinion, in determining whether the members of the applicant's sealing crews in question are employed under a contract of service, I am bound by section 25 (a) of the Act to disregard the manner in which the members of those crews are paid.

Now, the stipulations of the aforementioned agreement other than those related to the manner in which the members of the sealing crews are paid definitely establish

a relationship of master and servant between the Shaw Steamship Company Limited and those members in that, during the whole of the sealing expeditions concerned, the members of the crews are "in all respects as if shipped on wages" under the supervision of the company's representative, *viz.*, the ship's master, whether "on board, at sea, on shore, or on the ice". For example, they agree "to serve in the several capacities set opposite their respective names" in the agreement and to be "at all times obedient to the lawful commands of the Master and officers", failing which they "may be dismissed by the Master".

In view of the foregoing, I consider that the members of the applicant's sealing crews whose conditions of employment are regulated by the aforementioned agreement are "engaged under a contract of service" within the meaning of that expression in paragraph (c) of Regulation 191 (1), and, therefore, I decide that they are employed in insurable employment.

Recent Regulations

(Continued from page 838)

British Columbia Hours of Work Act

The British Columbia Board of Industrial Relations has granted the fresh fruit and vegetable industry its usual seasonal exemption from the operation of the Hours of Work Act, thereby permitting employees in this industry to work longer hours during the period June 1 to November 30, inclusive.

The regulation was gazetted June 16 as B.C. Reg. 120/60.

British Columbia Workmen's Compensation Act

British Columbia has issued Safety Regulation 115/60 concerning wireless signalling devices used in logging operations. It was gazetted June 2.

"Wireless signalling device" is defined as any device, equipment or thing utilizing radio frequency transmission to control or direct the movement of any equipment.

The employer is required to assign a competent workman to operate a wireless signalling device. An untrained person may operate it only in an emergency.

The workman operating a wireless signalling device must be trained in the correct method of operation and he is forbidden to operate it in any other manner.

When the operator is transmitting signals he is required to locate himself out of danger of lines, logs, or other hazards. He must not give a signal until all persons are in a safe position.

No wireless signalling device may be installed until the probability of accidental activation has been eliminated.

Repairs, alterations or adjustments to a wireless signalling device, except changing the battery, must be done by a competent technician.

If a wireless signalling device is not functioning properly it must be removed from services and fixed.

Wireless signalling devices using an audio-frequency tone or tones as part of the signal must have the audio-frequency of the tone or tones clearly marked on the exterior of the case of the transmitter and receiver.

The employer must ensure prior to use that a wireless signalling device will not affect or be affected by any other wireless signalling device within a 10-mile radius.

The regulation forbids voice radio transmission to signal any rigging into motion.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during June Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 244 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 230 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) The wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in June for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	2	\$ 9,272.00
Defence Production	79	107,508.00
Public Works	2	8,499.00
RCMP	9	120,859.50
Transport	2	461,389.43

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during June

During June the sum of \$22,197.74 was collected from 10 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 337 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during June

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any questions which may arise with regard thereto.)

Department of Agriculture

Grand Pre Marsh N S: J G Webster Construction Ltd, construction of dyke &/or drainage works, Project NS 8.

Central Mortgage and Housing Corporation

*St John's Nfld: Conniston Construction Co Ltd, site improvement & planting for 146 housing units, FP 6/55. Campbellton N B: C H Boutilier, exterior painting of 79 housing units (VR 1/48 & VR 2/48). Camp Gagetown N B: Conniston Construction Co Ltd, site improvement clean-up (Job 65/54). Brantford Ont: Burnley Contractors, *exterior painting. Deep River Ont: M J Sulphur & Son Ltd, construction of cafeteria extension to new hotel (AECL 28/60). Delhi Ont: Carl C Schaum, site improvement & planting for 12 housing units (FP 1/58). Goderich Ont: Earl Pulleyblank, site improvement & planting for 14 housing units (FP 4/58). Ottawa Ont: M J Lafortune Construction Ltd, construction of 82 housing units & 21 apartment units. St Thomas Ont: A N Martin, *exterior painting. Windsor Ont: Isack Construction Ltd, construction of 50 housing units (FP 5/59). Wingham Ont: Carl Henry, *exterior painting. Edmonton Alta: Alph's Decorating Ltd, exterior painting of 22 apartment bldgs at Highlands Court.*

Department of Citizenship and Immigration

Shubenacadie Indian Agency N S: Valley Plumbing & Heating Ltd, renovations to Shubenacadie IRS. Sarnia Indian Agency Ont: F J Miller Construction Ltd, construction of houses, Sarnia Indian Reserve. Sault Ste Marie Indian Agency Ont: Alex Wray & Sons Ltd, installation of new dishwashing unit, Shingwauk IRS. Dauphin Indian Agency Man: F W Sawatzky Ltd, alterations & additions to Sandy Bay IRS (phase one), west shore of Lake Manitoba. Portage la Prairie Indian Agency Man: Semans Plumbing & Heating Ltd, heating & plumbing alterations to IRS, Portage la Prairie. Crooked Lake Indian Agency Sask: E S Michels Lumber Co, construction of two-bedroom teacher's residence, Ochapowace Reserve; Valentine Schlamp & George Mitchell, construction of one-classroom Indian day school, Ochapowace Reserve. Duck Lake Island Agency Sask: E S Michels Lumber Co, construction of two-bedroom teacher's residence. White Cap Sioux Reserve: John Del Frari, construction of one-classroom Indian day school, White Cap Sioux Reserve. File Hills Qu'Appelle Indian Agency Sask: E S Michels Lumber Co, construction of three-bedroom teacher's residence, Standing Buffalo Reserve; Hahn Construction, construction of two-classroom Indian day school, Standing Buffalo Reserve; E S Michels Lumber Co, construction of three-bedroom teacher's residence, Pasqua Reserve; Hahn Construction,

construction of two-classroom Indian day school, Pasqua Reserve. *Pelly Indian Agency Sask*: E S Michels Lumber Co, construction of two-bedroom teacher's residence, Key Reserve; William Stoesz, construction of one-classroom Indian day school, Key Reserve. *Saddle Lake Indian Agency Alta*: Rusco Windows & Doors Ltd, supply & installation of metal windows, Blue Quills IRS, St Paul. *Kootenay Indian Agency B C*: Marysville Contractors, construction of three Indian houses, Shuswap & Tobacco Plains Reserves, Athalmer & Grasmere.

Defence Construction (1951) Limited

Torbay Nfld: E P Electric Products Co, installation of underground power feeders to transmitter bldg, RCAF Station. *Bedford N S*: Maritime Sand & Gravel Co Ltd, construction of earth fill reservoir & connection to existing system, RCN Ammunition Depot. *Dartmouth N S*: Modern Construction Ltd, rehabilitation of runways & taxiways, RCN Air Station, *Shearwater*. *Halifax N S*: Francis Hankin & Co Ltd, demolition & rebuilding radial brick chimney, HMC Dockyard. *Clinton Ont*: The Ellis Don Ltd, construction of skating rink bldg, RCAF Station. *North Bay Ont*: Standard Paving Ltd, widening of concrete area fronting hangars 1 & 2, RCAF Station. *Uplands Ont*: Foster Wheeler Ltd, supply, fabrication & erection of steam generating unit & appurtenances, RCAF Station; Avro Aircraft Ltd, *installation of controls, Group IV, for high speed wind tunnel, NAE; The Gas Machinery Co (Canada) Ltd, *completion of residual work & supply & installation of air drying plant for air supply plant, NAE. *Comox B C*: The Bay Co (B C) Ltd, supply & installation of fire protection water main & hydrants, RCAF wharf. *Esquimalt B C*: The Bay Co (B C) Ltd, installation of water softening & de-ionizing equipment in bldg 175, HMC Dockyard; The Bay Co (B C) Ltd, installation of mechanical services on Seaward Defence Jetty, near Fort St John B C: Sandy Construction Ltd, restoration of PGE bridge over Peace River, Mile 35, Alaska Hwy. near *Taylor B C*: Columbia Bitulithic Ltd, asphalt paving of approaches to new Peace River Bridge & Taylor Hill, Alaska Hwy. *Frobisher Bay N W T*: The Tower Co Ltd, construction of HF/DF installation at NRS & construction of Naval Communications Bldg.

Building and Maintenance

Chatham N B: Dean Nursery & Tree-Form Ltd, clearing, chemical weed & brush control & soil sterilization, RCAF Station. *Centralia Ont*: Donald M Hawkins Ltd, exterior painting of 91 PMQs, RCAF Station. *Camp Borden Ont*: D M Hawkins Ltd, exterior painting of 20 bldgs; F W Hill & Co, exterior painting of 180 PMQs, RCAF Station. *Downsview Ont*: M G Reed & Associates Ltd, relocation of fire alarm control & watchman's report system, RCAF Station. *Rockcliffe Ont*: Presley Painting & Decorating Co Ltd, exterior painting of 152 PMQs, RCAF Station. *Trenton Ont*: Walker Painting & Decorating Co Ltd, exterior painting of 11 bldgs, RCAF Station. *Gimli Man*: Norlen Painting & Decorating, exterior painting of 59 bldgs, RCAF Station. *Whitehorse Y T*: Jim Howatt, exterior painting of 90 PMQs, RCAF Station.

Department of Defence Production

Greenwood N S: Fred T Cleveland, interior painting of PMQs, RCAF Station. *Sydney N S*: Highland Painting Contractors, sanding & refinishing floors & interior & exterior painting of Bldg No 12-1, Point Edward Naval Base. *Moncton N B*: Rayner Construction Co Ltd, supply & laying seal coat asphalt, etc, No 5 Supply Depot, RCAF Station. *Bagotville Que*: Gustave Morin, exterior painting of 54 PMQs, RCAF Station. *Montreal Que*: Singer Plumbing & Heating Co, modification to heating system, 6769 Notre Dame St East. *Quebec Que*: Couverture & Ventilation Ltee, re-roofing of Commissariat Bldg, La Citadelle. *Senneterre Que*: Valere Bolduc, interior painting of PMQs, RCAF Station. *Seven Islands Que*: J Yvon Paradis, interior painting of five 4-bedroom houses & nine 3-bedroom houses, RCAF Station, Moisie. *Sherbrooke Que*: Joseph Labrecque, application of galvanized iron roofing, William St Armoury. *Clinton Ont*: C A McDowell & Co, replacing mud sills, floor joists, sub-flooring & tile with concrete sill & concrete floor, RCAF Station. *Rockcliffe Ont*: O'Leary's (1956) Ltd, repairs to roads, RCAF Station; O'Leary's (1956) Ltd, repairs to sidewalks & driveways, PMQ Area 5, RCAF Station. *Uplands Ont*: A G Reed, supply & installation of two electric motor drive on existing induced draft fan, Central Heating Plant, Bldg 309, RCAF Station. *Gimli Man*: G D Shrader, interior painting of 30 PMQs, RCAF Station; Tallman Construction Co Ltd, repairs to overshoot areas, RCAF Station. *Shilo Man*: Wm Ditchfield, cutting grass (Camp area & residential area), Military Camp; Maple Leaf Construction Ltd, asphalt paving & seal coating of section of Douglas Road, Military Camp. *Moose Jaw Sask*:

A Larsen, repointing, repairing, cleaning & waterproofing of stone, brickwork & copings, etc, Armoury. *Winnipeg Man*: Ideal Decorating Co, *redecorating interior of 18 rental units, RCAF Station. *Ralston Alta*: Coxson Decorating, exterior painting of 50 PMQs; Bill Hopps & Co Ltd, exterior painting of bldgs, Suffield Experimental Station. *Comox B C*: Courtenay Decorators, exterior painting of 49 PMQs, RCAF Station. *Nanaimo B C*: Larry Rafter, exterior painting of 17 bldgs, Military Camp. *Vancouver B C*: J T Devlin & Co Ltd, interior painting, South Jericho; Pearson Construction Co Ltd, repair of wharf; Continental Painters and Decorators, exterior painting of 42 PMQs, RCAF Station, Sea Island.

Department of Justice

Joyceville Ont: Ball Bros Ltd, construction of feed room & silo bldg No 48, Joyceville Institution. *Stony Mountain Man*: Louis Ducharme & Associates Ltd, construction of stores bldg No C-17, Manitoba Penitentiary.

National Harbours Board

Halifax N S: Blunden Supplies Ltd, construction of central stores & workshop bldg, Ocean Terminals; Geocon Ltee, gunite repairs to exterior walls & interior concrete surfaces, Pier 2 Shed; Nelson Bros Welding Ltd, changes to waterside wall, Shed 20; Standard Paving Maritime Ltd, paving areas at Ocean Terminals; Standard Paving Maritime Ltd, reconstruction of marginal road near Pier "B". *Montreal Que*: The Foundation Co of Canada Ltd, repairs to crib foundations of wharf at Section 33; A Janin & Co Ltd, construction of abutment, piers & prestressed concrete superstructure, Section 7B, Champlain Bridge; Miron Construction Ltd, paving of wharf area at Section 42; Miron Construction Ltd, paving of wharf areas at Sections 45, 47, 48 & 49. *Three Rivers Que*: Rosaire Dufresne Inc, construction of ships' water supply system.

Department of Northern Affairs and National Resources

Cape Breton Highlands National Park N S: Wm Matheson, *extension of existing hot water heating system & electrical system to Administration Bldg addition, Ingonish Beach; Stephens Construction Ltd, construction of toilet & laundry bldg at Ingonish Camp Ground. *Quebec Que*: Service Paysagiste National Ltee, *landscaping below Governor General's Terrace. *St Lin Que*: Marin & Frere Construction Engineer, *construction & painting of wooden fence around Sir Wilfrid Laurier National Historic Park. *Point Pelee National Park Ont*: Wm Pimiskern Ltd, construction of entrance gateway, Administration bldg, roadways, parking areas & area lighting at Park entrance. *Prince Albert National Park Sask*: Barzeele & Burkosky Ltd, supplying, hauling, heating & spraying of asphalt on streets & roads within Park. *Banff National Park Alta*: Horton Steel Works Ltd, construction of elevated steel water tank for Tunnel Mountain campground. *Elk Island National Park Alta*: Elhard Electric Enterprises, *electrical work for water treatment plant; Everall Engineering Ltd, supplying, hauling, heating & spraying asphalt on roads.

Department of Public Works

Frenchman's Cove Nfld: Benson Builders Ltd, repairs to breakwater. *Terra Nova National Park Nfld*: McNamara Construction of Newfoundland Ltd, sub-base, base course & bituminous stabilized base course, Mile 0—10, Trans-Canada Hwy. *Charlottetown P E I*: H Avard Loomer Co Ltd, installation of over-fire jets in three boilers, federal bldg. *Fishing Cove P E I*: Norman N MacLean, construction of breakwater. *Skinner's Pond P E I*: Ralph Ford, construction of landing. *Victoria P E I*: L E Wellner Jr, repairs to wharf. *Wood Islands P E I*: Eastern Enterprises Ltd, harbour improvements (construction of west breakwater). *Bedford Basin N S*: T C Gorman (Nova Scotia) Ltd, construction of jetty—Part B, Oceanographic & Hydrographic Research Station. *Canso N S*: Antigonish Construction Co Ltd, harbour improvements (The Tickle—wharf construction). *Caribou N S*: Diamond Construction (1955) Ltd, harbour improvements & repairs. *Port Hood N S*: Chisholm Construction Co Ltd, construction of breakwater. *Weymouth North N S*: Liverpool Lumber Co Ltd, wharf reconstruction. *Burnt Church N B*: Leandre Breau, repairs to retaining wall. *Green Point N B*: La Construction Baie Chaleur Ltee, breakwater repairs. *Wilson's Beach N B*: J W McMakin & Son Ltd, improvements to breakwater-wharf. *Cacouna East Que*: Construction St Patrice Ltee, wharf repairs. *Hudson Que*: S R Wilson, construction of post office. *Hudson Heights Que*: S R Wilson, construction of post office. *Hull Que*: Bedard-Girard Ltd, modification & additions to fire alarm system, National Printing Bureau. *Lauzon Que*: Geo T Davie & Sons Ltd, scraping & painting of rolling caisson entrance gate, Lorne Dry Dock. *Pointe Basse Que*: La Cie De

Construction Arseneau, breakwater repairs. *Quebec* Que: E G M Cape & Co (1956) Ltd, construction of postal terminal bldg. *Riviere au Renard* Que: Hector Blouin, repairs to protection work. *Ste Croix* Que Plessis Construction Ltd, extension of protection wall. *Ste Emmelie (Leclercville)* Que: Plessis Construction Ltd, extension of protection wall. *St Jean I O* Que: Les Entreprises Cap Diamant Ltee, construction of protection walls. *St Laurent I O* Que: Les Travaux St Laurent Enrg, construction of protection walls. *St Pascal de Kamouraska* Que: Leon Laplante, addition & alterations to Post Office. *New Liverpool* Que: Arthur Simoneau, extension of protection wall. *St Romuald* Que: Plessis Construction Ltd, extension of protection wall. *Chapleau Indian Agency* Ont: P E Boudreau Contracting, construction of one classroom school addition & 3-bedroom staff unit in Mobert. *Cobourg* Ont: W B Bennett Paving Ltd, paving of East Pier. *Hawkestone* Ont: Ruliff Grass Construction Co Ltd, wharf extension. *Johnstown* Ont: Fort Construction & Equipment Ltd, construction of shed. *Manitoulin Island Indian Agency* Ont: Wm J Ferguson, construction of two 3-bedroom staff units in Wikwenikong. *Meaford* Ont: Ruliff Grass Construction Co Ltd, replacement of walting (West Side). *Ottawa* Ont: Federal Air Conditioning & Refrigeration Ltd, supply & installation of air conditioning system in Joint Intelligence Security Bureau Compound, "A" Bldg, Defence Research Board, Cartier Square; A Lanctot Construction Co Ltd, alterations to certain areas of basement, first & mezzanine floors of RCMP Headquarters, Tremblay Rd; Goldstein Bros, installation of buzzer system, RCMP Headquarters; Louis G Fortin Construction, alterations in connection with move of Electronics & Radiometric Laboratories from 2nd floor, East Wing, to 1st floor, West Wing, Department of Mines & Technical Surveys, 555 Booth St. *Pointe au Baril* Ont: J B Darlington, repairs to public wharf. *Sparrow Lake* Ont: B & J Fawcett, replacement of wharf. *Sturgeon Falls* Ont: Paul M Lechlitner, repairs to wharf. *Walpole Island* Ont: McMillan's Marine Services, harbour improvements (wharf, breakwater & dredging). *Winnipeg* Man: Kraft Construction Co Ltd, construction of storage area in crawl space, General Post Office. *Indian Head* Sask: Buildeon Ltd, construction of federal bldg. *Banff National Park Alta*: W C Wells Construction Co Ltd, application of bituminous concrete pavement, Mile 0 to 14, Trans-Canada Hwy. *Edmonton Alta*: Robert Holzer, alterations to first floor, Immigration Bldg. *Nanton Alta*: Bird Construction Co Ltd, construction of post office. *Saddle Lake Indian Agency Alta*: Robert Holzer, construction of three-bedroom staff unit & extension to sewer system for Dept of Citizenship & Immigration, Cold Lake. *Whitecourt Alta*: Thos Koziak, construction of new Post Office bldg. *Ahousat B C*: Quinney & Fuller Construction Ltd, construction of additional classroom & new staff unit. *Alliford Bay (Kwuna Point) B C*: Pacific Piledriving Co Ltd, construction of approach & float. *Brentwood Bay B C*: Pacific Piledriving Co Ltd, approach reconstruction. *Esperanza B C*: West Coast Ventures Ltd, construction of wharf. *Glacier National Park B C*: Square M Construction Ltd & Coleman Collieries Ltd, construction of snow-shed No 1, Mile 11.01, Trans-Canada Hwy; W C Arnett & Co Ltd, grading & culverts, Mile 6 to Mile 9.7, Trans-Canada Hwy; Shaw Construction Co Ltd, producing & placing sub-base course (Class 3), Mile 0 to Mile 7, Trans-Canada Hwy; Premier Construction Co Ltd, producing & placing sub-base course (Class 3), Mile 16 to Mile 27.3, Trans-Canada Hwy. *Huntingdon B C*: Scotland & Adamson Paving Ltd, alterations & renovations to parking & traffic areas—Customs & Immigration Bldg. *Mount Revelstoke National Park B C*: Dawson Wade & Co Ltd, base course (class 1) & bituminous stabilized base course—Mile 0 to Mile 7.7, Trans-Canada Hwy. *Queen Charlotte City B C*: Fred Atkins, float renewal. *Sidney B C*: Vickery Construction Ltd, construction of temporary customs warehouse. *Vancouver B C*: C J Oliver (V I) Ltd, conversion of existing theatre bldg to Postal Station "E". *Victoria B C*: E J Hunter & Sons, construction of dark room & observers' room, etc, Dominion Astrophysical Observatory; M P Paine Co, alterations to basement, first & second floors, Customs Bldg. *Yoho National Park B C*: Shaw Construction Co Ltd, bituminous stabilized base course, Mile 1—18, Banff-Windermere Hwy, Banff National Park, Alta & Kootenay National Park B C, & double seal coat, Emerald Lake Road. *Carmacks Y T*: St Laurent Construction Ltd, construction of RCMP detachment quarters & power house. *Whitehorse Y T*: Gorham's Painting Supplies, exterior painting, Valley View Housing; Jim Howatt, exterior painting & repairs to federal bldg.

Contracts Containing the General Fair Wages Clause

Codroy Nfld: The J P Porter Co Ltd, dredging. *Glovertown Nfld*: L Briffett & Sons, plumbing repairs, federal bldg. *Wesleyville Nfld*: Harvey & Co Ltd, supply & installation of fuel tank, public bldg. *Bedford Basin N S*: The J P Porter Co Ltd, dredging. *Little River N S*: Dunn Construction Co Ltd, dredging. *Pictou N S*: Ferguson Industries Ltd, construction & delivery of single screw diesel launch. *Saint John N B*: Saint John Dry Dock

Co Ltd, construction of twin screw diesel tug. *Dorval Que*: Richard & B A Ryan Ltd, alterations to post office. *Hull Que*: L Cayer & Sons Ltd, repairs to plaster, Printing Bureau; Duford Ltd, repairs to windows, Printing Bureau. *Montreal Que*: Daniels & Mannard Ltd, exterior painting, National Film Board; Rowe Bros & Co Ltd (Canada), installation of partitions, National Revenue Bldg. *Deseronto Ont*: McIntosh Bros Ltd, installation of linoleum floor covering, federal bldg. *Fort Erie Ont*: A C Horn Co Ltd, general alterations, federal bldg. *Hamilton Ont*: Hepperle Electric, improvements to lighting system, public bldg. *Kingsville Ont*: Dean Construction Co Ltd, dredging. *Lakefield Ont*: Trent Valley Excavators, ground improvements, federal bldg. *Niagara Falls Ont*: A C Horn Co Ltd, repairs to stonework, Customs Bldg. *Ottawa Ont*: Ottawa Mechanical Services Ltd, ground improvements, Experimental Farm; Samuel Lampert & Co Ltd, installation of roof, exhaust fans, Food & Drug Laboratory, Tunneys Pasture; Leo Lariviere, supply & installation of metal partitions, Bureau of Statistics, Tunneys Pasture; B G Electric, improvements to lighting system, Bureau of Statistics, Tunneys Pasture; Aerodyne Ltd, installation of air conditioning units, No 1 Temporary Bldg; Paul Flooring, installation of linoleum floor covering No 8 Temporary Bldg; Able Construction Ltd, improvements to outside lighting, East Block, Parliament Bldgs; Sam Lampert & Co Ltd, alterations to ventilation system, East Block, Parliament Bldgs; Foster Wheeler, repairs to boiler, Central Heating Plant; Shore & Horwitz Construction Ltd, ground improvements, Rideau Hall; McFarlane & Leblanc, repairs to lighting system, Elgin Bldg; T P Crawford, repairs to lighting system, 30 Lydia St; J L Dugal & Son, exterior repairs, Woods-Canadian Bldg; Ottawa Mechanical Services Ltd, installation of radiators, Woods-Canadian Bldg; Shore & Horwitz Construction Ltd, general alterations, Postal Station "D"; Rene Cleroux, repairs to heating system, Daly Bldg; Shore & Horwitz Co Ltd, alterations to 601 Booth St; Leo Lariviere, exterior repairs, DVA Bldg; Aerodyne Ltd, repairs to air conditioning system, Union Station. *Port Credit Ont*: Russell Construction Ltd, dredging. *Vancouver B C*: J T Devlin & Co Ltd, exterior repairs, DVA Bldg; Gulf Coast Construction Co Ltd, alterations to federal bldg. *Victoria B C*: Victoria Machinery Depot Co Ltd, construction & delivery of hopper scow for Dredge PWD No 251. *Hay River N W T*: Yukon Construction Co Ltd, construction of pre-fabricated steel warehouse & machine shop bldg.

Department of Transport

Horse Chops Nfld: W Burton & Son Ltd, construction of double bungalow, fog alarm bldg & retaining wall & demolition of existing dwelling & fog alarm bldg. *Stephenville Nfld*: Pinsent Construction Co Ltd, construction of earth fill for soil erosion prevention. *Montague P E I*: John Wilson, construction of monitoring station. *Cape Roseway N S*: Cameron Contracting Ltd, construction of reinforced concrete light tower & demolition of existing tower. *St Paul Island N S*: R G McDougall Ltd, construction of two single dwellings, concrete light tower, storage bldg, etc. *Three Rivers Que*: E J Persons Construction, development of Airport. *Malton Ont*: Dynamic Construction Ltd, supply & installation of 1000 KVA, 27.6 KV substation. *Hastings Ont*: John M Donald, construction of lockmaster's dwelling, lock No 18, Trent Canal. *Uplands Ont*: Northwest Industries Ltd, *modernization of radio equipment in Departmental Aircraft Registration No CF-DOT. *Regina Sask*: Smith Bros & Wilson Ltd, construction of power house. *Swift Current Sask*: J A Chalmers Co Ltd, construction of single staff dwelling, type W-10. *Edmonton Alta*: Northgate Construction Co Ltd, construction of combined maintenance garage, firehall & airport service bldg; McRae & Associates Construction Ltd, construction of control tower, IFR & equipment rooms in prefabricated metal bldg, International Airport. *Lethbridge Alta*: McGregor Telephone & Power Distribution Co Ltd, rehabilitation of electrical distribution system & related work at Airport. *Fort St John B C*: McGregor Telephone & Power Construction Co Ltd, replacement of power poles in power distribution system & minor revamping of distribution, Airport. *Prince Rupert B C*: A C McEachern Ltd, additional development of Airport (Digby Island). *Saturna Island B C*: M & G Construction Ltd, construction of single dwelling (Strait of Georgia). *Vancouver B C*: Hall & Dixon Construction, construction of remote receiver bldg & related work; Henry J Kaiser Co (Canada) Ltd, Tallman Construction Co Ltd & Gilpin Construction Co Ltd, additional development of Airport.

The St. Lawrence Seaway Authority

St Catharines Ont: Port Weller Dry Docks Ltd, repairs to fender boom No 20. *Welland Canal*.

PRICES AND THE COST OF LIVING

Consumer Price Index, July 1960

Canada's consumer price index (1949=100) declined 0.1 per cent from 127.6 to 127.5 between the beginning of June and July this year. A year earlier the index stood at 125.9.*

The decline was due to lower indexes for food, clothing and other commodities and services. The household operation index was unchanged, and the shelter index was up fractionally.

The July indexes reflect the effect of changes in provincial sales taxes in Newfoundland and Prince Edward Island.

The food index moved from 120.8 to 120.5, a decrease of 0.2 per cent in the month, to stand slightly above the July 1959 level of 119.2. Lower prices were reported for potatoes, tomatoes, bananas and cabbage. Meats were generally higher, and egg prices rose from 47 cents to 52 cents a dozen.

The shelter index increased 0.1 per cent from 143.8 to 143.9; rents were unchanged but the home-ownership component moved higher.

The clothing index edged downward 0.1 per cent from 110.9 to 110.8 in response to sale prices for women's spring coats, cotton piece goods and some price decreases for items of men's clothing.

The household operation index was unchanged at 123.0 as higher prices for coal, electricity, some new models of appliances, household supplies and utensils and equipment were balanced by sale prices for furniture and lower prices for fuel oil and some appliances.

Lower prices for new passenger cars, gasoline and radios offset higher prices for newspapers and phonograph records and the other commodities and services index declined 0.1 per cent from 137.7 to 137.6.

Group indexes one year earlier (July 1959) were: food 119.2, shelter 141.7, clothing 109.7, household operation 122.7, and other commodities and services 134.9.

City Consumer Price Indexes, June 1960

Consumer price indexes (1949=100) increased in seven of the ten regional cities between May and June.† Increases ranged from 0.2 per cent in Halifax, Winnipeg and

Saskatoon-Regina to 0.7 per cent in Ottawa, the Saint John index was unchanged, and declines of 0.1 per cent and 0.3 per cent were recorded in Edmonton-Calgary and Vancouver, respectively.

Food indexes were higher in seven cities but down in Saint John, Edmonton-Calgary and Vancouver. Shelter indexes showed mixed results: five increased, two decreased and three were unchanged. Clothing indexes were up in six cities, down in two and unchanged in two regional cities. Household operation indexes were higher in eight of the ten regional cities, unchanged in one and slightly lower in the remaining city. Other commodities and services indexes were also higher in eight regional cities, unchanged in one and down in the other regional city.

Regional consumer price index point changes between May and June were as follows: Ottawa +0.9 to 128.6; Montreal +0.6 to 127.8; Toronto +0.4 to 130.2; St. John's +0.3 to 116.2*, Saskatoon-Regina +0.3 to 123.7; Halifax +0.2 to 127.0; Winnipeg +0.2 to 125.0; Vancouver -0.4 to 127.7; Edmonton-Calgary -0.1 to 123.2. Saint John remained unchanged at 128.6.

Wholesale Price Index, June 1960

Canada's general wholesale price index (1935-39=100) for June stood at 231.9, slightly above the preceding month's 231.3 and last year's figure of 230.6. During the month increases in three major commodity groups offset decreases in the other five.

The animal products group index advanced 2.0 per cent from 241.1 to 246.0, and was the principal cause of the rise in the general wholesale index in June. The non-ferrous group index climbed 0.3 per cent from 179.7 to 180.3; the vegetable products group index was slightly higher in June.

Lower crude oil and coal prices led to a decrease of 0.5 per cent in the non-metallic minerals group index from 185.5 in May to 184.6 in June. During the same period the iron products group index declined by 0.3 per cent from 256.6 to 255.8 as scrap iron and steel prices dropped 5.5 per cent below the June 1959 level. The textile products group index declined 0.2

*See Table F-1 at back of book.

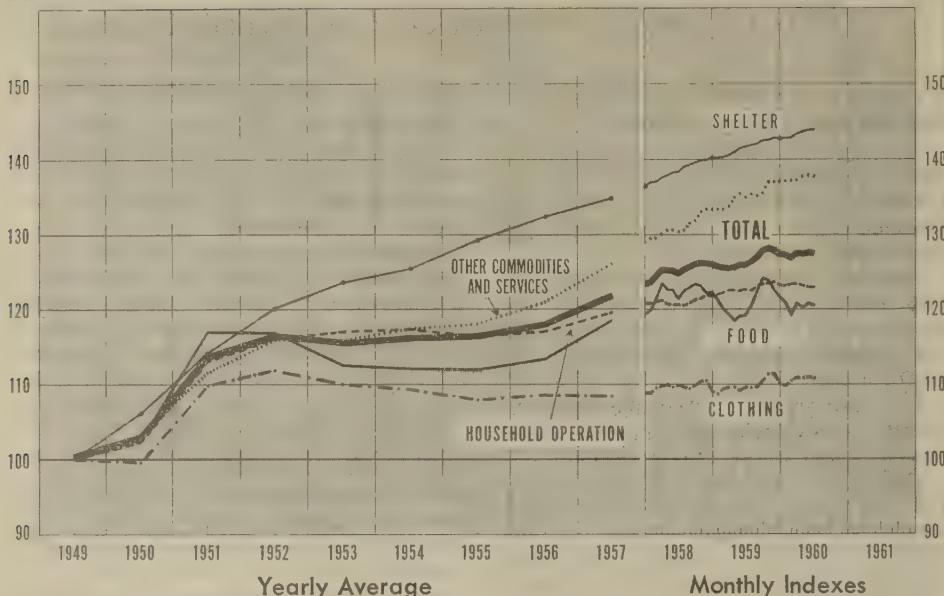
†See Table F-2 at back of book.

*On base June 1951-100

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



per cent from 231.4 to 230.9. Chemical products and wood products each recorded decreases of 0.1 per cent or less.

U.S. Consumer Price Index, June 1960

The United States consumer price index (1947-49=100) rose to a record 126.5 in June, 0.2 per cent higher than the May index, 126.3. The June index was 1.6 per cent higher than a year earlier.

The 50th anniversary of the opening of the first national employment exchanges in Great Britain under the Labour Exchanges Act, 1909, occurred on February 1.

Beginning with 62 offices on February 1, 1910, by the end of that year there were 146 offices receiving a total of about 50,000 vacancies a month, and filling about 40,000. Placements reached a record figure of more than 2,700,000 in 1938.

At present there are a little more than 900 employment exchanges and more than 100 sub-offices and branch offices.

With the introduction in 1911 of unemployment insurance for some 2,000,000 workers, the labour exchanges became responsible for issuing unemployment insurance cards and for paying unemployment insurance benefit when claims were made.

In the early years of the exchange service, the number of employment exchanges

Higher food prices were again mainly responsible for the increase, even though they rose less than normally for the month. The food index rose 0.5 per cent during the month. All other groups were unchanged or only slightly higher.

U.K. Index of Retail Prices, May 1960

The United Kingdom index of retail prices (Jan. 17, 1956=100) remained unchanged at 110.3 between mid-April and mid-May.

steadily increased until the whole country was covered by a network of local offices. In recent years the employment exchange machinery has been continuously adjusted to meet current needs.

The full employment that has continued since the last war has meant that unemployment has been mainly confined to certain areas, although within some of those areas it has been fairly severe. In such districts, the exchanges help those willing to move to other parts of the country to find work, by paying fares, lodging allowances, and the cost of moving.

Today the employment exchanges, together with the Professional and Executive Register, the Technical and Scientific Register, and the Nursing Appointments Offices, provide an employment service for the whole range of employees from professional and scientific workers to unskilled labourers.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (Numeral) of the publication desired and the month in which it was listed in the **LABOUR GAZETTE**. List No. 1942.

Annual Reports

1. CIVIL SERVICE CLERICAL ASSOCIATION. *Annual Report, 1959*. London, 1960. 2 parts.

2. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Report for 1959*. Winnipeg, 1960. Pp. 29.

3. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Annual Report, Fiscal Year ending March 31, 1959*. Halifax, Queen's Printer, 1959. Pp. 73.

4. PRINCE EDWARD ISLAND. DEPARTMENT OF WELFARE AND LABOUR. *Fourth Annual Report for the Fiscal Year ended March 31, 1959*. [Charlottetown, 1960?] Pp. 34.

5. ST. LAWRENCE SEAWAY AUTHORITY. *Annual Report for the Fiscal Year ended December 31, 1959*. Ottawa, Queen's Printer, 1960. Pp. 30.

Economic Conditions

6. GILMOUR, DONALD R. *Developing the "Little" Economies*. [A survey of area development programs in the United States. New York, Committee for Economic Development, 1960] Pp. 200.

Describes economic development programs of public and private agencies in the U.S. during 1957 and 1958.

7. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Economic Survey of Asia and the Far East, 1959*. Bangkok, 1960. Pp. 169.

8. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Economic Survey of Europe in 1959; Including Studies of the Economic Significance of the Public Sector in Some Western European Economies and Development Problems in Southern Europe and Ireland*. Geneva, 1960. 1 Volume (various pagings).

9. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *January 1960 Economic Report of the President. Hearings before the Joint Economic Committee, Congress of the*

United States, Eighty-sixth Congress, Second Session, pursuant to Sec. 5(a) of Public Law 304 (79th Congress). Feb. 1, 2, 3, 4, 5 and 16, 1960. Washington, GPO, 1960. Pp. 517.

Employment Management

10. NORGREN, PAUL HERBERT. *Employing the Negro in American Industry; a Study of Management Practices*, by Paul H. Norgren [and others]. New York, Industrial Relations Counselors, 1959. Pp. 171.

Discusses management practices of 44 American companies employing Negroes. Includes such topics as recruitment and selection, placement and orientation, job progress, on-the-job relationships and the factor of unions.

11. OCHELTREE, KEITH. *Reducing Sick Leave Abuse*. Chicago, Public Personnel Association, 1959. Pp. 36.

Examines sick leave practices and problems, present systems of control, and suggests new approaches to sick leave control.

12. PHELPS, ORME WHEELOCK. *Discipline and Discharge in the Unionized Firm*. Berkeley, University of California Press, 1959. Pp. 149.

Deals with industrial discipline in the unionized firm where discipline must conform to the requirements of a union contract. A good deal of the material in the book is taken from arbitration awards.

Industry—Location

The following eight surveys were prepared and published by the Industrial Development Branch of the Department of Industry and Development of Alberta in 1959 and 1960 in Edmonton.

13. Alix. Pp. 12.
14. Boyle. Rev. 1960. Pp. 10.
15. Evansburg. Pp. 11.
16. High River. Pp. 18.
17. Hinton. Pp. 16.
18. Mirror. Rev. 1959. Pp. 11.
19. Stony Plain. Rev. 1959. Pp. 12.
20. Waskatenau. Rev. 1960. Pp. 12.

Labour Laws and Legislation

21. PRITT, DENIS NOWELL. *The Law versus the Trade Unions*, by D. N. Pritt and Richard Freeman. London, Lawrence & Wishart, 1958. Pp. 128.

A survey of British labour legislation along with comments on various legal cases involving labour unions.

22. U. S. BUREAU OF LABOR-MANAGEMENT REPORTS. *Summary Guide of the Labor-Management Reporting and Disclosure Act*. Washington, Dept. of Labor, 1960. Pp. 8.

Labour Supply

23. INTERSTATE CONFERENCE OF EMPLOYMENT SECURITY AGENCIES. *Proceedings of the 23rd Annual Meeting, Charleston, S.C., October 12-15, 1959.* Washington, 1960. Pp. 80.

24. U.S. CONGRESS. SENATE. SPECIAL COMMITTEE ON UNEMPLOYMENT PROBLEMS. *Report of the Special Committee on Unemployment Problems pursuant to S. Res. 196, 86th Congress, together with Minority and Additional Views.* Washington, GPO, 1960. Pp. 194.

"The report... contains recommendations which the committee believes will help eliminate persistent unemployment in certain places and among certain workers."

Labouring Classes

25. BIRD, DILLARD EUGENE. *The Guarantee of Work and Wages.* Ann Arbor, University Microfilms, 1958. Microfilm copy (positive) of typescript. Collation of the original: vii, 307 1. Thesis—Ohio State University.

A critical examination of guaranteed annual wage plans. Includes several case studies.

26. CANADA. DEPARTMENT OF LABOUR. *Canadian Labour in the Struggle against Employment Discrimination.* Ottawa, Queen's Printer, 1960. Pp. 11.

Describes the efforts and accomplishments of the labour movement in Canada in fighting discrimination in employment. Includes ten short case histories.

27. GROGAN, WILLIAM. *John Riffe of the Steelworkers: American Labor Statesman.* New York, Coward-McCann, 1959. Pp. 256.

John Riffe (1904-1958) was last Executive Vice-President of the Congress of Industrial Organizations, before its merger with the American Federation of Labor, and an official of the United Steelworkers of America.

28. WORLD CONGRESS ON THE PREVENTION OF OCCUPATIONAL ACCIDENTS. 2d, BRUSSELS, 1958. *Proceedings . . . Brussels, 19-24 May 1958.* [Brussels] Association des Industriels de Belgique [1960] Pp. 604.

Sponsored by the Association des Industriels de Belgique and Association Nationale pour la Prevention des Accidents du Travail, with the co-operation of the International Labour Office.

Social Security

29. NATIONAL COUNCIL OF SOCIAL SERVICE. *People and Work; Co-operation for Social Welfare in Industrial Communities. Preparatory Studies for the British National Conference on Social Work at the Victoria Rooms, Clifton, Bristol, 10-13 April 1960.* London, 1960. Pp. 74.

30. NATIONAL OLD PEOPLE'S WELFARE COUNCIL. *Preparation for Retirement; or,*

Adjustment to Ageing; a Report. London, National Council of Social Service, 1959. Pp. 18.

31. SOCIAL SECURITY CONFERENCE. 1ST, NIAGARA FALLS, ONT., 1959, *Papers presented to the Canadian Labour Congress First Social Security Conference, Niagara Falls, November 30, December 1-2, 1959.* Ottawa [1959] 1 Volume (various pagings). economy.

Contents: A Unified Concept of Social Security, by Arthur J. Altmeyer. Social Security in Canada today—its Gaps and Deficiencies, by John S. Morgan. Health Insurance: its Prospects in Canada, by Malcolm G. Taylor. Voluntary Programs to Meet Current Health Needs, by Leonard S. Rosenfeld. Private Plans: Present Problems, Future Role, by Samuel Eckler.

Women

32. CANADA. DEPARTMENT OF LABOUR. *Occupational Histories of Married Women working for Pay in Eight Canadian Cities.* Ottawa, Queen's Printer, 1959 [i.e. 1960] Pp. 74.

Prepared for the Women's Bureau by the Economics and Research Branch.

An analysis of the work history of a sample of married women from their first job to the present. Includes several selected individual work histories.

33. COUNCIL OF SCIENTIFIC MANAGEMENT IN THE HOME. *Housework with Satisfaction.* Edited by Mildred Wheatcroft. London, National Council of Social Service, 1960. Pp. 77.

34. GLENN, HORTENSE (MCLELLAN). *Attitudes of Women regarding Gainful Employment of Married Women.* Ann Arbor, University Microfilms, 1958. Microfilm copy (positive) of typescript. Collation of the original: viii, 81 1. Thesis—Florida State University.

Based on a survey carried out in a small southern U.S. community among 247 women. The consensus of opinion was that it was all right for a married woman to work if she had no children; if she disliked housework; if her housework didn't keep her busy; if she preferred associations with people outside the home; and, if she had no dependents. Most of the women interviewed disapproved of employment for mothers of pre-school children.

35. INTERNATIONAL WOMEN WORKERS' CONFERENCE, GENEVA, 1959. *Minutes of the International Women Workers' Conference . . . held in Geneva, . . . 19-22 October, 1959.* Geneva, International Union of Food, Drink and Tobacco Workers' Associations, 1959. Pp. 112.

Representatives from fifteen countries attended this conference which was sponsored by the International Union of Food, Drink, and Tobacco Workers' Associations. Some of the items on the agenda were: international trade union work for women; problems of trade union

work for women; equal pay for equal work; and, the ILO and women workers' problems.

36. RUSHER, ELFRED, MAXINE. *A Study of Women in Office Management Positions, with Implications for Business Education*. Ann Arbor, University Microfilms, 1958. Microfilm copy (positive) of typescript. Collation of the original: x, 173 1. Thesis—Ohio State University.

The author examines the characteristics, duties, basic problems, traits necessary for advancement, opportunities for promotion, and educational background of women employed in office management positions.

37. U. S. WOMEN'S BUREAU. *Programs and Services of the Women's Bureau; How to use them*. Washington, GPO, 1960. Pp. [16].

Miscellaneous

38. EMPLOYERS' ASSOCIATION OF GREATER CHICAGO. *Industrial Relations Survey, February 1960*. Chicago, 1960. Pp. 24.

39. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *The Scientist*. London, HMSO, 1960. Pp. 48.

Partial Contents: Introducing Science. Scientists in Varied Roles. Some Aspects of Science. Qualifications and Training. Careers for Women Scientists. Fields of Employment and Prospects. To be a Scientist?

40. INTERSTATE CONFERENCE ON LABOR STATISTICS. 17th, KNOXVILLE, TENN., 1959. *Proceedings of 17th Interstate Conference on Labor Statistics, July 7-10, 1959, Knoxville, Tennessee*. Washington, U.S. Bureau of Statistics, 1960. Pp. 200.

Some of the topics discussed at this conference were price statistics, their construction, and the analysis of their movements; manpower and occupational statistics; and, quality control of statistical measurement.

41. NATIONAL COUNCIL OF SOCIAL SERVICE. *Help for the Handicapped, an Enquiry into the Opportunities of the Voluntary Services*. London, 1958. Pp. 114.

42. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Small Orders: Problems and Solutions*, by Earl L. Bailey. New York, 1960. Pp. 36.

Describes the different types of small orders, the problems involved in handling them and five methods adopted to solve the problem.

Output per man-hour in the private sector of the United States economy increased during the years 1947-58 at an average annual rate of 3.1 per cent according to one estimate, and 3.5 per cent according to another. These estimates, which are based on data obtained from different sources, are given in a report issued by the U.S. Bureau of Labour Statistics, entitled "Trends in Output per Man-Hour in the Private Economy 1909-58."

One of the sets of data used in the study was gathered by the Bureau and supplemented by data obtained from other sources, and the other was taken from the census statistics. The higher of the two estimates given above was based on data obtained from the latter source. Both estimates are calculated according to the constant dollar value of the gross national product for the private sector of the economy.

The most remarkable feature of the post-war period was the striking performance of agriculture, in which productivity increased by more than 6 per cent a year. In non-agricultural industries the average gain was 2.4 per cent based on BLS data and 2.9 per cent based on census data.

In the nonagricultural sector productivity increased by 2.9 per cent in manufacturing and by 2.3 per cent in non-manufacturing

during the period, calculated on the basis of the BLS data.

The annual average changes varied considerably from year to year, ranging from almost nothing to nearly 8 per cent. During periods of economic expansion, the report points out, gains were above average; they were below average during periods of stationary or declining activity.

The report also deals with output per man-hour during the last 50 years. During the period from 1909 to 1958 output nearly tripled being equal to an average increase of a little less than 2½ per cent per year. The acceleration shown during the more recent period is stated to have been due principally to the performance of agriculture.

Among the factors in the long-term growth of output per man-hour given by the report are: advances in technology, in plant and equipment per worker, and in electric energy used per man-hour, research and development, and the growth of clerical, professional, administrative and other non-production workers in manufacturing.

During the period 1947 to 1956, while the number of persons engaged in private industry increased from an index number of 124 to one of 135, the index of total plant and equipment employed increased from 126 to 182. The index of equipment alone increased from 143 in 1947 to 264 in 1956.

LABOUR STATISTICS

	PAGE
Tables A-1 and A-2—Labour Force.....	854
Table B-1—Labour Income.....	855
Tables C-1 to C-6—Employment, Hours and Earnings.....	856
Tables D-1 to D-5—Employment Service Statistics.....	860
Tables E-1 to E-4—Unemployment Insurance.....	866
Tables F-1 and F-2—Prices.....	868
Tables G-1 to G-4—Strikes and Lockouts.....	869

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED MAY 21, 1960

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,391	121	441	1,780	2,379	1,104	566
Agricultural.....	682	*	58	124	171	297	29
Non-Agricultural.....	5,709	118	383	1,656	2,208	807	537
Males.....	4,752	102	339	1,336	1,714	832	429
Agricultural.....	636	*	55	121	159	272	26
Non-Agricultural.....	4,116	99	284	1,215	1,555	580	403
Females.....	1,639	19	102	444	665	272	137*
Agricultural.....	46	*	*	*	12	25	
Non-Agricultural.....	1,593	19	99	441	653	247	134
All Ages.....	6,391	121	441	1,780	2,379	1,104	566
14-19 years.....	589	14	46	201	193	99	36
20-24 years.....	813	21	59	280	272	136	65
25-44 years.....	2,943	55	182	817	1,119	495	275
45-64 years.....	1,818	20	135	453	702	327	172
65 years and over.....	228	*	19	49	93	47	18
<i>Persons with Jobs</i>							
All status groups.....	5,992	92	410	1,630	2,268	1,067	525
Males.....	4,402	73	310	1,203	1,621	799	396
Females.....	1,590	19	100	427	647	268	129
Agricultural.....	675	*	58	122	168	296	28
Non-Agricultural.....	5,317	89	352	1,508	2,100	771	497
Paid Workers.....	4,887	73	324	1,367	1,949	723	451
Males.....	3,443	55	234	978	1,352	492	332
Females.....	1,444	18	90	389	597	231	119
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	389	29(1)	31	150	111	37	41
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,388	154	488	1,549	1,758	909	530
Males.....	1,109	43	107	308	329	193	129
Females.....	4,289	111	381	1,241	1,429	716	401

*Less than 10,000.

(1) The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended May 21, 1960		Week Ended April 23, 1960		Week Ended May 16, 1959	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	431	416	547	523	364	349
Without Jobs.....	399	385	517	494	334	321
Under 1 month.....	75	—	90	—	61	—
1—3 months.....	119	—	174	—	102	—
4—6 months.....	135	—	191	—	99	—
7—12 months.....	50	—	43	—	50	—
13—18 months.....	*	—	*	—	10	—
19—and over.....	13	—	12	—	12	—
Worked.....	32	31	30	29	30	28
1—14 hours.....	10	10	*	*	*	*
15—34 hours.....	22	21	21	21	21	20

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ²
	Mining	Manufacturing	Transportation, Storage and Communication ³	Forestry	Construction	Public Utilities	Trade	Finance Services (including Government)	Supplementary Labour Income	
1955—Total.....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total.....	498	4,586	1,560	371	1,210	239	2,089	3,546	617	14,890
1957—Total.....	535	4,805	1,658	336	1,316	283	2,263	3,954	673	15,998
1958—Total.....	526	4,745	1,684	271	1,336	285	2,356	4,334	717	16,434
1959—Total.....	552	5,018	1,756	288	1,463	302	2,527	4,821	770	17,717
1959—May.....	45.2	420.7	147.0	68.5	367.8	75.3	626.0	1,218.4	191.7	1,482.3
June.....	46.5	429.2	150.7	—	—	—	—	—	—	1,527.4
July.....	47.2	419.0	152.9	—	—	—	—	—	—	1,505.5
Aug.....	46.4	422.7	152.6	62.4	431.6	78.3	837.4	1,211.3	195.1	1,515.4
Sept.....	47.0	433.0	151.8	—	—	—	—	—	—	1,549.6
Oct.....	47.0	434.0	150.7	—	—	—	—	—	—	1,645.2
Nov.....	47.1	421.0	148.0	94.2	371.4	77.4	661.0	1,230.1	197.3	1,510.8
Dec.....	46.1	419.9	142.5	—	—	—	—	—	—	1,482.1
1960—Jan.....	46.0	418.8	140.3	—	—	—	—	—	—	1,458.7
Feb.....	46.7	418.8	141.3	73.4*	296.5*	74.7*	634.7*	1,243.3*	204.4	1,461.1
March.....	46.7	421.2	138.7	—	—	—	—	—	—	1,462.6
April*....	44.6*	423.2*	145.1*	—	—	—	—	—	—	1,486.6*
May†....	45.3	426.5	147.8	—	—	—	—	—	—	1,525.8

¹Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.²Includes post office wages and salaries.³Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at May, 1960 employers in the principal non-agricultural industries reported a total employment of 2,767,123. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949 = 100) ¹			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Payrolls	Average Weekly Wages and Salaries		Employ- ment	Aggregate Payrolls	Average Weekly Wages and Salaries	
Averages				\$				\$
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1959								
May.....	119.6	206.3	171.8	73.82	111.7	195.2	173.3	76.20
June.....	123.5	212.8	171.6	73.71	114.2	199.2	172.8	75.96
July.....	123.1	212.4	171.7	73.76	112.2	194.6	171.8	75.56
August.....	124.2	213.3	170.9	73.42	113.5	196.1	171.2	75.27
September.....	125.6	218.3	173.0	74.30	115.3	202.4	173.8	76.43
October.....	124.4	217.3	173.8	74.66	113.9	201.8	175.3	77.06
November.....	121.8	211.6	172.8	74.23	110.6	195.3	174.8	76.86
December.....	118.1	200.0	168.6	72.41	108.4	187.1	170.9	75.14
1960								
January.....	115.1	202.2	174.9	75.13	108.6	194.4	177.2	77.90
February.....	114.6	202.0	175.4	75.35	108.9	194.4	176.7	77.68
March.....	114.2	201.5	175.4	75.37	109.0	195.5	177.5	78.04
April*.....	114.5*	204.2*	176.9	75.98	108.9*	196.5*	178.3*	78.40*
May†.....	118.8	209.6	175.5	75.38	110.6	198.0	177.0	77.83

¹Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1960	Mar. 1960	Apr. 1959	Apr. 1960	Mar. 1960	Apr. 1959
	\$	\$	\$	\$	\$	\$
Provinces						
Newfoundland.....	107.5	105.4	107.2	68.02	66.90	65.13
Prince Edward Island.....	114.9	114.4	108.7	56.95	52.75	55.63
Nova Scotia.....	87.4	92.8	94.0	62.74	62.97	59.88
New Brunswick.....	90.0	96.3	91.2	63.05	63.51	60.05
Quebec.....	113.5	112.3	113.7	73.35	72.77	70.55
Ontario.....	117.5	116.9	118.5	78.67	77.99	75.98
Manitoba.....	106.4	105.0	107.6	71.05	70.78	69.38
Saskatchewan.....	119.8	115.6	124.0	71.34	71.39	69.22
Alberta (including Northwest Territories).....	145.7	146.0	146.2	76.96	77.42	75.00
British Columbia (including Yukon).....	114.6	113.0	114.5	83.24	81.96	80.02
Canada.....	114.8	114.2	115.7	75.98	75.37	73.26
Urban Areas						
St. John's.....	121.0	114.4	119.5	56.19	55.41	55.41
Sydney.....	72.3	91.4	86.5	76.23	76.81	73.42
Halifax.....	113.7	118.6	115.0	61.57	62.45	59.83
Moncton.....	92.9	91.5	96.1	59.60	59.45	56.76
Saint John.....	100.6	110.0	92.2	60.54	62.38	56.65
Chicoutimi-Jonquiere.....	115.9	109.8	105.2	89.34	88.80	87.05
Quebec.....	108.4	106.4	109.1	64.09	63.38	61.82
Sherbrooke.....	97.3	98.0	99.9	63.68	62.99	59.41
Shawinigan.....	101.5	102.5	94.2	83.87	80.91	79.08
Three Rivers.....	110.8	109.0	112.4	68.71	68.32	67.49
Drummondville.....	74.0	74.8	76.1	61.45	60.95	60.67
Montreal.....	122.4	120.2	122.6	74.68	74.11	71.65
Ottawa-Hull.....	121.0	118.7	121.0	69.64	69.45	67.64
Kingston.....	108.7	108.0	110.2	73.86	72.91	69.80
Peterborough.....	97.3	96.5	100.2	84.07	83.38	81.29
Oshawa.....	185.3	184.4	179.5	92.36	86.36	83.62
Toronto.....	128.8	127.8	129.1	78.80	78.27	76.49
Hamilton.....	112.4	112.1	110.5	84.53	83.94	81.12
St. Catharines.....	109.2	109.5	110.8	85.88	85.44	83.39
Niagara Falls.....	95.8	93.1	97.1	79.27	79.57	77.28
Brantford.....	83.2	83.7	92.4	72.28	71.48	70.61
Guelph.....	122.7	122.3	124.1	70.30	69.66	67.89
Galt.....	113.9	115.1	111.6	67.13	68.76	65.69
Kitchener.....	120.1	120.2	117.8	71.63	70.85	68.68
Sudbury.....	143.2	142.4	136.1	89.82	88.82	87.04
Timmins.....	91.8	92.6	91.7	68.28	69.49	66.81
London.....	122.2	121.5	121.8	71.16	71.09	69.24
Sarnia.....	125.9	120.5	107.3	101.90	97.20	94.91
Windsor.....	78.0	78.2	80.7	86.69	86.23	82.95
Sault Ste. Marie.....	148.3	147.2	138.0	94.44	93.97	90.13
Ft. William-Pt. Arthur.....	103.2	96.9	109.9	76.17	74.38	71.51
Winnipeg.....	108.3	106.4	108.2	68.02	67.91	66.53
Regina.....	127.8	123.0	130.3	69.00	68.26	66.37
Saskatoon.....	133.2	126.2	130.0	67.30	67.26	66.16
Edmonton.....	179.7	175.1	180.4	72.36	72.26	70.43
Calgary.....	165.2	162.4	163.3	72.45	72.30	70.12
Vancouver.....	115.4	113.8	116.2	81.40	80.71	78.83
Victoria.....	112.9	110.6	115.2	74.78	74.85	72.73

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

This table is published every second month.

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls D.B.S.

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1960	Mar. 1960	Apr. 1959	Apr. 1960	Mar. 1960	Apr. 1959
Mining						
Metal mining	113.5	121.8	120.6	\$ 94.29	\$ 94.35	\$ 90.70
Gold	136.7	138.5	130.3	95.75	95.82	93.30
Other metal	72.6	72.6	72.6	75.44	76.44	74.18
Fuels	196.4	199.9	201.5	102.75	102.39	99.84
Coal	74.3	97.2	90.7	95.96	95.39	89.55
Oil and natural gas	32.5	49.6	48.5	69.97	73.29	69.96
Non-metal	254.2	302.1	256.7	110.27	111.01	105.38
	123.4	118.3	125.1	84.02	84.07	78.95
Manufacturing						
Durable goods	108.8	109.0	109.5	78.48	78.04	75.69
Non-durable goods	114.6	115.0	114.9	84.35	83.74	81.32
Food and beverages	103.9	103.8	104.8	72.98	72.69	70.41
Meat products	108.8	103.2	106.0	70.63	70.46	68.96
Canned and preserved fruits and vegetables	132.5	130.0	134.7	78.72	78.85	78.29
Grain mill products	77.3	70.8	72.8	65.50	67.18	64.18
Bread and other bakery products	102.0	100.7	103.4	75.90	74.13	70.83
Distilled and malt liquors	108.9	108.5	106.9	66.72	65.71	66.28
Tobacco and tobacco products	77.7	89.2	99.7	92.99	92.05	87.89
Rubber products	103.7	105.0	103.3	77.71	71.76	69.97
Leather products	81.2	84.8	88.5	50.60	52.41	50.11
Boots and shoes (except rubber)	87.8	92.2	95.6	47.49	50.05	47.48
Textile products (except clothing)	76.9	78.0	79.5	62.37	62.28	60.26
Cotton yarn and broad woven goods	68.4	70.4	76.1	59.20	59.05	55.55
Woolen goods	60.5	62.0	57.5	57.88	58.18	57.81
Synthetic textiles and silk	83.4	84.8	81.7	68.87	68.69	66.82
Clothing (textile and fur)	88.6	91.3	92.4	48.58	49.19	47.07
Men's clothing	88.9	91.2	93.8	47.25	48.19	45.98
Women's clothing	96.1	99.0	97.1	50.35	50.70	49.38
Knit goods	70.8	73.3	78.9	47.98	48.50	46.22
Wood products	100.6	102.3	102.4	67.97	67.25	64.91
Saw and planing mills	101.1	103.6	102.9	70.66	69.71	66.92
Furniture	108.6	110.0	110.5	64.64	64.51	62.52
Other wood products	83.5	82.0	84.5	60.87	59.67	59.27
Paper products	120.7	119.8	120.5	90.11	89.69	86.85
Pulp and paper mills	121.0	120.0	121.3	96.86	96.61	92.88
Other paper products	120.0	119.4	118.5	73.57	72.80	71.32
Printing, publishing and allied industries	124.1	123.4	120.1	85.28	85.39	81.90
Iron and steel products	108.9	108.9	107.9	88.39	88.19	85.71
Agriculture implements	79.2	78.8	80.8	88.76	87.92	88.78
Fabricated and structural steel	151.4	148.8	160.1	89.63	89.30	86.61
Hardware and tools	102.7	101.8	97.6	79.20	79.43	77.40
Heating and cooking appliances	97.5	100.3	102.0	75.30	76.19	73.44
Iron castings	93.6	95.2	98.6	84.51	83.62	81.92
Machinery, Industrial	119.4	118.4	114.2	85.37	85.23	82.67
Primary iron and steel	125.3	126.0	115.1	100.81	100.31	97.71
Sheet metal products	106.6	104.3	109.7	86.43	86.59	83.91
Wire and wire products	118.5	119.2	117.9	89.42	89.51	86.61
Transportation equipment	112.9	113.6	116.3	89.75	88.07	85.57
Aircraft and parts	239.2	240.0	262.0	94.23	93.80	88.32
Motor vehicles	115.6	117.7	111.2	99.65	95.57	94.08
Motor vehicles parts and accessories	109.3	110.6	115.0	88.61	87.28	84.61
Railroad and rolling stock equipment	64.6	63.6	69.5	80.13	78.93	78.15
Shipbuilding and repairing	139.1	140.3	138.1	82.39	81.40	81.37
Non-ferrous metal products	128.6	129.1	124.2	88.89	88.36	85.71
Aluminum products	141.7	140.1	133.9	84.30	83.93	82.20
Brass and copper products	102.9	105.6	111.4	84.19	84.05	79.57
Smelting and refining	151.0	150.8	138.5	96.43	96.20	94.38
Electrical apparatus and supplies	134.8	135.9	132.8	84.07	84.23	81.41
Heavy electrical machinery	108.5	109.4	110.9	91.83	90.67	87.56
Telecommunication equipment	210.9	214.9	203.6	82.52	81.62	79.18
Non-metallic mineral products	138.2	133.9	140.0	79.74	79.86	78.34
Clay products	92.7	91.5	101.9	74.78	75.35	72.66
Glass and glass products	148.9	146.7	144.4	76.71	76.63	75.69
Products of petroleum and coal	133.7	134.7	139.4	116.88	114.65	111.23
Petroleum refining	136.8	136.7	142.1	117.59	115.59	112.08
Chemical products	133.1	131.2	126.6	90.17	89.74	86.55
Medicinal and pharmaceutical preparations	119.8	119.5	118.7	79.98	79.51	75.32
Acids, alkalis and salts	149.9	147.8	140.7	102.43	100.88	97.97
Miscellaneous manufacturing industries	129.4	128.7	125.5	69.64	69.65	67.23
Construction	111.0	102.1	120.1	79.83	80.40	75.45
Building and general engineering	109.2	101.9	120.0	87.49	87.76	82.81
Highways, bridges and streets	113.9	102.4	120.2	67.79	68.43	63.61
Electric and motor transportation	130.9	129.7	126.5	80.19	79.48	76.32
Service	140.2	138.1	134.5	53.46	52.73	50.34
Hotels and restaurants	128.2	124.4	123.0	41.22	40.98	39.97
Laundries and dry cleaning plants	115.1	111.8	113.0	57.83	45.92	45.75
Industrial composite	114.8	114.2	115.7	75.98	75.37	73.26

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1960	Mar. 1960	Apr. 1959	Apr. 1960	Mar. 1960	Apr. 1959	Apr. 1960	Mar. 1960	Apr. 1959
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining									
Metal mining	41.3	42.2	41.4	2.12	2.09	2.04	87.42	88.02	84.70
Gold	41.5	42.3	42.0	2.19	2.16	2.13	90.87	91.30	89.44
Other metal	41.9	43.3	42.9	1.67	1.65	1.62	69.96	71.33	69.13
Fuels	41.3	41.9	41.6	2.39	2.35	2.32	98.70	98.63	96.76
Coal	38.7	41.8	39.3	2.00	1.97	1.90	77.45	82.33	74.42
Oil and natural gas	38.1	40.9	38.9	1.74	1.75	1.72	66.36	71.65	66.84
Non-metal	39.5	43.1	39.7	2.32	2.28	2.22	91.77	98.27	88.13
42.9	42.4	41.9	1.88	1.90	1.81	80.60	80.45	75.76	
Manufacturing	40.5	40.5	40.7	1.79	1.78	1.72	72.37	71.94	70.01
Durable goods	40.9	40.7	41.0	1.94	1.93	1.86	79.24	78.60	76.38
Non-durable goods	40.1	40.3	40.3	1.63	1.62	1.58	65.58	65.38	63.63
Food and beverages	40.4	40.2	40.9	1.60	1.60	1.56	64.39	64.08	63.83
Meat products	39.9	40.2	40.9	1.85	1.85	1.82	73.87	74.25	74.62
Canned and preserved fruits and vegetables	38.9	38.9	39.4	1.48	1.46	1.40	55.50	56.83	55.40
Grain mill products	41.9	40.7	41.1	1.60	1.68	1.62	70.77	68.47	66.68
Bread and other bakery products	42.2	42.0	42.8	1.44	1.42	1.41	60.50	59.67	60.20
Distilled liquors	39.0	38.5	40.3	2.02	2.00	1.87	78.62	77.20	75.46
Malt liquors	39.3	38.5	39.0	2.23	2.22	2.12	87.54	85.55	83.01
Tobacco and tobacco products	40.0	38.7	39.6	1.80	1.70	1.62	72.06	65.82	64.03
Rubber products	40.6	40.5	41.3	1.82	1.83	1.79	74.11	74.00	73.94
Leather products	37.4	39.7	39.6	1.20	1.20	1.17	45.01	47.61	46.13
Boots and shoes (except rubber)	36.5	39.6	39.4	1.16	1.15	1.12	42.38	45.68	44.03
Other leather products	39.2	40.0	40.1	1.30	1.30	1.27	50.93	52.08	51.08
Textile products (except clothing)	41.9	42.2	42.0	1.34	1.33	1.29	55.91	56.09	54.04
Cotton yarn and broad woven goods	40.4	40.7	40.1	1.35	1.35	1.27	54.65	54.95	50.84
Woollen goods	42.2	42.8	43.4	1.24	1.24	1.21	52.48	53.13	52.63
Synthetic textiles and silk	43.1	43.7	43.3	1.43	1.41	1.37	61.52	61.60	59.37
Clothing (textile and fur)	38.0	38.6	38.1	1.14	1.14	1.10	43.18	44.04	42.00
Men's clothing	37.7	38.5	37.5	1.14	1.15	1.12	42.89	44.40	41.96
Women's clothing	36.8	36.9	37.7	1.21	1.22	1.16	44.68	45.05	43.63
Knit goods	39.9	40.8	40.0	1.06	1.06	1.04	42.41	43.34	41.67
*Wood products	41.0	40.9	41.3	1.58	1.57	1.50	64.84	64.08	61.93
Saw and planing mills	40.5	40.3	40.4	1.70	1.68	1.60	68.72	67.51	64.84
Furniture	41.7	41.9	42.5	1.43	1.42	1.37	59.51	59.59	58.13
Other wood products	42.1	42.2	43.1	1.33	1.32	1.27	55.82	55.62	54.89
Paper products	41.3	40.9	40.7	2.03	2.04	1.99	83.92	83.49	81.00
Pulp and paper mills	41.4	41.2	40.6	2.18	2.19	2.14	90.17	89.98	86.74
Other paper products	40.9	40.3	40.1	1.63	1.63	1.57	66.80	65.75	64.47
Printing, publishing and allied industries	39.3	39.6	39.5	2.16	2.17	2.07	85.11	85.88	81.88
*Iron and steel products	40.7	40.7	41.0	2.07	2.06	1.99	84.07	83.95	81.62
Agricultural implements	40.0	39.0	41.8	2.08	2.07	2.03	83.37	82.37	84.73
Fabricated and structural steel	40.4	40.4	41.2	2.04	2.03	1.94	82.38	82.15	79.87
Hardware and tools	41.6	41.9	41.6	1.77	1.77	1.73	73.60	74.06	71.04
Heating and cooking appliances	39.6	40.3	40.6	1.77	1.77	1.71	70.01	71.13	69.26
Iron castings	40.8	40.5	41.4	1.98	1.97	1.90	80.76	79.73	78.46
Machinery, Industrial	41.8	41.7	41.3	1.92	1.91	1.87	80.13	79.79	77.31
Primary iron and steel	40.4	40.2	40.3	2.41	2.40	2.33	97.30	96.67	93.94
Sheet metal products	40.3	40.4	40.8	2.02	2.02	1.94	81.51	81.56	79.19
*Transportation equipment	41.3	40.7	40.9	2.08	2.04	1.97	84.84	82.84	80.68
Aircraft and parts	42.8	42.8	40.7	2.04	2.02	1.95	87.22	88.35	79.24
Motor vehicles	41.7	40.1	41.0	2.26	2.23	2.15	94.13	89.60	88.35
Motor vehicle parts and accessories	41.4	40.7	41.1	2.03	2.02	1.95	84.05	82.32	80.24
Railroad and rolling stock equipment	39.7	39.3	39.6	1.96	1.94	1.93	77.85	76.48	76.31
Shipbuilding and repairing	41.1	40.7	42.1	1.97	1.86	1.90	80.87	79.74	80.18
*Non-ferrous metal products	40.7	40.5	40.4	2.05	2.05	1.98	83.51	82.92	80.20
Aluminum products	41.3	41.4	41.4	1.81	1.80	1.73	74.94	74.75	71.74
Brass and copper products	40.6	40.1	40.2	1.93	1.93	1.86	78.34	77.51	74.77
Smelting and refining	40.4	40.3	40.3	2.25	2.26	2.20	91.05	90.81	88.79
*Electrical apparatus and supplies	40.2	40.4	40.4	1.83	1.84	1.78	73.75	74.27	71.83
Heavy electrical machinery and equipment	40.4	40.1	39.7	2.05	2.03	1.98	82.77	81.50	78.52
Telecommunication equipment	40.6	40.3	40.2	1.66	1.64	1.61	67.23	66.28	64.85
Refrigerators, vacuum cleaners and appliances	39.6	40.1	41.4	1.86	1.88	1.74	73.59	75.52	72.14
Wire and cable	41.2	41.2	42.0	2.00	2.02	1.96	82.40	82.96	82.40
Miscellaneous electrical products	39.8	40.8	40.4	1.73	1.75	1.69	69.03	71.54	68.26
*Non-metallic mineral products	41.8	41.9	42.7	1.78	1.78	1.73	74.46	74.48	73.78
Clay products	41.4	41.6	41.6	1.66	1.67	1.61	68.63	69.68	66.99
Glass and glass products	41.1	41.5	42.4	1.77	1.75	1.71	72.63	72.53	72.33
Products of petroleum and coal	41.1	40.9	41.2	2.54	2.49	2.43	104.10	101.82	100.12
Chemical products	40.9	40.7	40.8	1.95	1.94	1.84	79.64	78.97	74.97
Medicinal and pharmaceutical preparations	40.2	40.2	40.3	1.50	1.49	1.43	60.52	59.83	57.48
Acids, alkalis and salts	41.1	40.6	41.0	2.24	2.24	2.17	92.08	90.86	88.94
Miscellaneous manufacturing industries	41.3	41.7	41.4	1.47	1.46	1.42	60.69	60.74	58.68
Construction	39.1	39.8	39.6	1.97	1.97	1.84	76.85	78.23	72.84
Building and general engineering	39.5	40.0	40.1	2.13	2.12	1.99	84.32	84.75	79.66
Highways, bridges and streets	38.3	39.4	38.5	1.65	1.67	1.55	63.12	65.82	59.81
Electric and motor transportation	43.6	43.4	43.6	1.82	1.82	1.74	79.29	78.79	75.74
Service	39.6	38.9	39.6	1.03	1.03	1.00	41.07	39.90	39.55
Hotels and restaurants	39.2	38.8	39.3	1.01	1.01	0.98	39.65	39.02	38.62
Laundries and dry cleaning plants	41.7	39.9	41.4	1.00	0.98	0.97	41.52	39.56	40.12

*Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours & Hourly Earnings: Prices & Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Last Pay Period in:		\$	\$			
1959 May.....	41.1	1.73	70.90	169.9	125.6	135.3
June.....	41.0	1.72	70.63	169.2	125.9	134.4
July.....	40.8	1.71	69.90	167.5	125.9	133.0
August.....	41.0	1.70	69.57	166.7	126.4	131.9
September.....	41.2	1.72	71.13	170.4	127.1	134.1
October.....	41.3	1.74	71.68	171.7	128.0	134.1
November.....	40.9	1.74	71.10	170.3	128.3	132.7
December.....	40.8*	1.78	71.52*	171.3	127.9	133.9
1960 January.....	40.7	1.77	71.89	172.2	127.5	135.1
February.....	40.4	1.77	71.49	171.3	127.2	134.7
March.....	40.5	1.78	71.94	172.4	128.9	135.9
April ⁽¹⁾	40.5	1.79	72.37	173.4	127.5	136.0

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

*Figures adjusted for holidays. The actual figures for December 1959 are 38.4 and \$68.48.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
July 1, 1954.....	13,251	14,417	27,668	201,931	81,112	283,043
July 1, 1955.....	18,741	17,392	36,133	152,711	77,865	230,576
July 1, 1956.....	40,016	22,292	62,308	116,849	72,618	189,467
July 1, 1957.....	21,843	17,643	39,486	180,521	85,981	266,502
July 1, 1958.....	11,011	13,040	24,051	350,897	155,245	506,142
July 1, 1959.....	14,579	16,484	31,043	193,774	114,377	308,151
August 1, 1959.....	14,235	14,317	28,552	185,527	106,965	292,492
September 1, 1959.....	16,741	18,466	35,207	172,417	96,074	268,491
October 1, 1959.....	16,162	16,792	32,954	160,519	97,281	257,780
November 1, 1959.....	11,997	13,013	25,010	195,816	107,407	303,223
December 1, 1959.....	15,201	12,674	27,875	365,031	137,855	502,886
January 1, 1960.....	9,097	9,779	18,876	522,206	157,962	680,168
February 1, 1960.....	8,206	10,325	18,531	606,165	180,129	786,294
March 1, 1960.....	8,431	10,876	19,107	634,332	182,721	817,053
April 1, 1960.....	10,402	11,830	22,232	652,107	182,883	834,990
May 1, 1960.....	15,913	14,487	30,400	581,558	174,874	756,432
June 1, 1960 ⁽¹⁾	21,772	17,210	38,982	389,576	152,848	542,424
July 1, 1960 ⁽¹⁾	17,102	15,883	32,985	258,736	131,940	390,676

*Current Vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MAY 31,
1960⁽¹⁾**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from		
				April 29 1960	May 29 1959	
Agriculture, Fishing, Trapping.....	2,087	312	2,399	+ 1,148	+	203
Forestry.....	4,557	9	4,566	+ 2,453	+	3335
Mining, Quarrying and Oil Wells.....	1,191	52	1,243	- 49	+	66
Metal Mining.....	613	22	635	- 33	-	91
Fuels.....	339	16	355	- 16	+	102
Non-Metal Mining.....	134	3	137	+ 11	+	19
Quarrying, Clay and Sand Pits.....	14	1	15	- 2	-	11
Prospecting.....	91	10	101	- 12	+	47
Manufacturing.....	3,564	2,000	5,564	+ 279	-	1,538
Foods and Beverages.....	353	241	594	+ 149	-	462
Tobacco and Tobacco Products.....	3	8	11	- 1	-	17
Rubber Products.....	25	13	38	+ 5	-	36
Leather Products.....	56	91	147	+ 27	-	57
Textile Products (except clothing).....	98	115	213	+ 2	-	64
Clothing (textile and fur).....	112	722	834	+ 171	-	145
Wood Products.....	305	60	365	- 88	-	345
Paper Products.....	128	49	177	- 14	-	88
Printing, Publishing and Allied Industries.....	160	104	273	+ 84	-	78
Iron and Steel Products.....	582	128	710	+ 7	-	136
Transportation Equipment.....	461	64	525	+ 49	-	77
Non-Ferrous Metal Products.....	207	66	273	+ 89	-	36
Electrical Apparatus and Supplies.....	390	115	505	+ 112	+	86
Non-Metallic Mineral Products.....	126	37	163	+ 53	-	85
Products of Petroleum and Coal.....	61	9	70	+ 22	-	85
Chemical Products.....	363	103	466	+ 63	-	114
Miscellaneous Manufacturing Industries.....	125	75	200	+ 25	-	27
Construction.....	1,730	100	1,830	+ 191	-	326
General Contractors.....	1,231	69	1,300	+ 137	-	195
Special Trade Contractors.....	499	31	530	+ 54	-	131
Transportation, Storage and Communication.....	1,370	336	1,706	- 168	-	147
Transportation.....	928	140	1,068	- 391	-	228
Storage.....	26	15	41	+ 17	-	21
Communication.....	416	181	597	+ 206	+	102
Public Utility Operation.....	151	59	210	+ 53	+	61
Trade.....	2,509	2,482	4,991	+ 246	-	242
Wholesale.....	815	534	1,349	- 129	-	96
Retail.....	1,694	1,948	3,642	+ 375	-	146
Finance, Insurance and Real Estate.....	774	866	1,640	+ 244	+	13
Service.....	4,197	11,405	15,602	+ 2,153	-	779
Community or Public Service.....	715	2,416	3,131	+ 205	+	85
Government Service.....	1,887	807	2,694	+ 400	-	232
Recreation Service.....	92	117	209	- 91	-	133
Business Service.....	561	515	1,076	+ 183	-	381
Personal Service.....	942	7,550	8,492	+ 1,456	-	118
GRAND TOTAL.....	22,130	17,621	39,751	+ 6,555	+	646

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT JUNE 2, 1960⁽¹⁾**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	3,974	2,120	6,094	8,721	2,386	11,107
Clerical Workers.....	1,421	3,968	5,389	17,781	52,576	70,357
Sales Workers.....	1,498	1,168	2,666	7,537	17,945	25,482
Personal and Domestic Service Workers.	1,499	8,111	9,610	34,938	23,540	58,478
Seamen.....	5	.....	5	1,726	3	1,729
Agriculture, Fishing, Forestry (Ex. log.)	2,119	162	2,281	4,258	524	4,782
Skilled and Semi-Skilled Workers.....	9,354	1,114	10,468	187,625	26,725	214,350
Food and kindred products (incl. tobacco).....	78	20	98	1,407	903	2,310
Textiles, clothing, etc.....	90	740	830	4,355	16,416	20,771
Lumber and lumber products.....	4,862	3	4,865	28,995	153	29,148
Pulp, paper (incl. printing).....	57	5	62	1,206	599	1,805
Leather and leather products.....	31	45	76	1,818	1,827	3,645
Stone, clay and glass products.....	9	.....	9	722	53	775
Metalworking.....	529	25	554	17,182	1,267	18,449
Electrical.....	171	5	176	4,081	1,439	5,520
Transportation equipment.....	26	.....	26	960	157	1,117
Mining.....	154	.....	154	2,396	.....	2,396
Construction.....	861	.....	861	48,800	6	48,806
Transportation (except seamen).....	744	14	758	33,744	62	33,806
Communications and public utility.....	39	.....	39	1,042	7	1,049
Trade and service.....	250	217	467	5,272	2,151	7,423
Other skilled and semi-skilled.....	1,294	28	1,322	24,748	1,289	26,037
Foremen.....	103	12	115	3,811	382	4,193
Apprentices.....	56	.....	56	7,086	14	7,100
Unskilled Workers.....	1,902	567	2,469	126,990	29,149	156,139
Food and tobacco.....	58	81	139	4,434	7,019	11,453
Lumber and lumber products.....	146	4	150	16,149	446	16,595
Metalworking.....	178	8	186	7,204	881	8,085
Construction.....	770	.....	770	61,139	2	61,141
Other unskilled workers.....	750	474	1,224	38,064	20,801	58,865
GRAND TOTAL.....	21,772	17,210	38,982	389,576	152,848	542,424

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT JUNE 2, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies ⁽¹⁾			Registrations		
	(1) June 2, 1960	Previous Month April 28, 1960	Previous Year May 28, 1959	(1) June 2, 1960	Previous Month April 28, 1960	Previous Year May 28, 1959
Newfoundland	276	277	578	17,816	26,946	18,668
Corner Brook	32	37	21	4,324	5,820	4,186
Grand Falls	6	18	3	1,385	3,182	1,504
St. John's	238	222	554	12,127	17,944	12,918
Prince Edward Island	241	435	139	2,392	5,180	2,597
Charlottetown	139	120	97	1,445	3,206	1,477
Summerside	102	315	42	947	1,974	1,120
Nova Scotia	992	826	961	20,670	33,324	21,606
Amherst	27	30	8	1,146	1,476	676
Bridgewater	38	42	35	1,220	2,118	757
Halifax	466	402	619	5,660	7,108	5,312
Inverness				693	1,408	600
Kentville	277	184	116	2,044	3,706	2,433
Liverpool	17	17	8	498	890	524
New Glasgow	38	64	37	2,273	4,247	2,188
Springhill			6	821	1,391	1,197
Sydney	28	37	31	3,472	5,562	4,841
Truro	50	20	30	1,251	2,296	1,356
Yarmouth	51	30	71	1,592	3,122	1,722
New Brunswick	1,514	1,483	804	21,665	37,869	21,668
Bathurst	15	13	2	3,236	5,322	1,634
Campbellton	485	30	44	2,427	3,514	2,600
Edmundston	136	287	17	1,266	3,167	1,620
Fredericton	172	189	148	1,952	3,187	2,188
Minto	93	47	21	469	1,019	688
Moncton	283	332	320	4,320	8,620	3,838
Newcastle	1	189	1	2,525	3,868	2,712
Saint John	218	164	191	2,647	3,763	2,565
St. Stephen	29	13	16	1,261	1,844	1,768
Sussex	28	25	31	422	930	545
Woodstock	54	214	13	1,140	2,635	1,510
Quebec	12,096	6,419	8,973	182,051	256,181	167,137
Alma	13	41	38	2,301	3,202	2,529
Asbestos	5	6	28	579	992	757
Baie Comeau	51	73	910		1,272	
Beauharnois	15	24	35	1,116	1,543	1,068
Buckingham	138	104	75	1,055	1,809	1,257
Causapscal	62	419	14	2,602	3,937	2,524
Chandler	25	3	13	1,497	2,513	1,537
Chicoutimi	105	73	99	1,964	2,986	2,129
Cowansville	80	72		350	609	
Dolbeau	194	7	18	1,967	3,338	2,207
Drummondville	31	28	27	2,251	2,909	1,970
Farnham	57	193	168	706	913	858
Forestville	442	3	388	1,091	2,030	2,170
Gaspé	26	48	16	1,489	2,517	1,775
Granby	95	16	59	1,608	2,029	1,209
Hull	66	84	121	2,573	5,424	1,983
Joliette	167	59	117	3,941	5,762	3,167
Jonquière	62	61	91	2,347	3,154	2,654
Lachute	16	15	30	819	1,174	721
La Malbaie	46	68	60	1,646	2,910	1,654
La Tuque	1,036	20	179	900	1,376	830
Lévis	49	33	102	3,785	5,672	3,789
Louiseville	33	23	15	987	1,925	1,014
Magog	24	11		423	692	384
Maniwaki	157	153	21	775	1,951	773
Matane	364	19	12	2,976	4,861	1,856
Mégantic	10	3	3	887	2,081	1,297
Mont-Laurier	29	14	6	926	1,862	879
Montmagny	15	10	28	2,142	3,016	1,996
Montreal	4,747	2,436	4,625	66,477	78,327	59,133
New Richmond	64	28	8	1,734	2,739	1,454
Port Alfred	35	10	12	1,093	1,435	982
Quebec	703	738	773	11,665	17,203	12,132
Rimouski	139	96	137	3,961	5,981	3,497
Rivière du Loup	160	27	66	4,817	8,060	3,505
Roberval	172	83	30	1,904	2,771	1,763
Rouyn	50	34	19	4,831	5,953	4,201
Ste. Agathe	79	33	39	817	2,001	822
Ste. Anne de Bellevue	82	63	79	965	1,427	816
Ste. Thérèse	46	34	25	2,096	3,019	1,541
St. Hyacinthe	174	115	70	2,338	3,239	1,172
St. Jean	47	55	65	2,304	3,241	1,693
St. Jérôme	81	40	112	1,747	2,799	880
Sept-Îles	354	273	212	2,573	2,991	1,737
Shawinigan	77	43	29	4,803	6,337	5,135
Sherbrooke	283	212	209	4,131	6,537	4,413
Sorel	56	67	83	1,771	3,063	2,406
Thetford Mines	59	34	67	1,769	2,594	2,097
Trois-Rivières	173	187	243	3,347	6,524	4,157

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT JUNE 2, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies (2)			Registrations		
	(1) June 2, 1960	Previous Month April 28, 1960	Previous Year May 28, 1959	(1) June 2, 1960	Previous Month April 28, 1960	Previous Year May 28, 1959
Quebec—Cont'd						
Val d'Or.....	28	19	25	2,537	3,895	1,635
Valleyfield.....	26	23	35	2,358	3,017	2,101
Victoriaville.....	35	38	33	2,173	3,182	1,709
Ville St. Georges.....	1,013	43	216	3,217	5,407	3,079
Ontario.....	10,441	10,262	12,146	176,371	229,751	147,292
Amprior.....	77	27	105	232	523	227
Barrie.....	58	43	49	1,342	1,772	1,086
Belleville.....	53	138	91	1,945	2,543	1,523
Bracebridge.....	177	104	263	955	1,858	800
Brampton.....	36	29	82	1,283	2,053	2,002
Brantford.....	116	125	125	3,055	3,359	1,639
Brockville.....	35	34	33	496	805	353
Carleton Place.....	5	4	18	192	470	250
Chatham.....	60	61	547	2,450	2,933	2,028
Cobourg.....	59	40	15	876	946	586
Collingwood.....	18	11	24	417	987	569
Cornwall.....	134	239	168	3,350	4,422	2,989
Elliot Lake.....	63	53	244	419	495	643
Fort Erie.....	18	29	24	548	627	505
Fort Frances.....	60	101	45	467	957	432
Fort William.....	106	191	79	1,944	3,342	1,952
Galt.....	102	81	112	1,226	1,494	1,179
Gananoque.....	40	61	18	224	429	184
Goderich.....	25	12	40	374	701	247
Guelph.....	31	54	51	2,183	2,309	1,463
Hamilton.....	811	871	786	13,556	15,722	11,480
Hawkesbury.....	15	25	21	631	1,103	741
Kapuskasing.....	186	9	27	1,370	2,203	1,231
Kenora.....	56	74	34	483	1,214	463
Kingston.....	168	137	101	2,065	2,545	1,699
Kirkland Lake.....	70	75	83	1,330	2,115	986
Kitchener.....	102	130	142	2,547	3,213	1,617
Leamington.....	60	22	34	1,151	1,416	1,001
Lindsay.....	11	24	17	415	841	648
Listowel.....	28	27	25	359	574	242
London.....	603	595	704	5,001	6,206	3,773
Long Branch.....	209	174	284	3,360	4,973	2,836
Midland.....	30	16	54	516	1,103	413
Napanee.....	10	6	5	518	856	465
Newmarket.....	41	44	80	1,687	2,106	1,129
Niagara Falls.....	60	83	73	1,900	2,643	2,055
North Bay.....	42	70	41	1,920	2,823	1,513
Oakville.....	73	86	113	828	1,073	653
Orillia.....	30	28	35	795	1,263	547
Oshawa.....	131	99	170	4,482	4,819	2,221
Ottawa.....	915	811	1,302	5,821	8,109	4,719
Owen Sound.....	71	55	28	1,414	2,138	1,054
Parry Sound.....	2	1	1	359	749	388
Pembroke.....	118	111	123	1,815	2,689	1,385
Perth.....	51	38	25	421	855	463
Peterborough.....	158	126	202	3,403	4,387	2,472
Picton.....	9	4	17	247	556	266
Port Arthur.....	403	437	266	3,016	5,927	3,312
Port Colborne.....	15	13	12	930	1,189	800
Prescott.....	34	45	29	798	1,197	643
Renfrew.....	10	13	10	430	700	441
St. Catharines.....	259	182	185	3,667	4,845	2,659
St. Thomas.....	52	51	86	1,142	1,474	924
Sarnia.....	109	111	48	2,028	2,819	2,156
Sault Ste. Marie.....	252	192	296	3,177	3,069	2,223
Simcoe.....	119	102	94	679	1,810	680
Sioux Lookout.....	16	17	5	202	416	315
Smiths Falls.....	16	68	43	312	545	313
Stratford.....	41	43	62	782	1,237	836
Sturgeon Falls.....	25	19	12	815	1,536	1,103
Sudbury.....	212	283	253	4,525	5,890	4,285
Tillsonburg.....	26	24	.....	363	909	.....
Timmins.....	80	153	121	2,743	3,649	2,505
Toronto.....	2,568	2,652	3,166	50,974	59,997	41,505
Trenton.....	51	55	53	993	1,155	704
Walkerton.....	56	77	51	595	958	436
Wallaceburg.....	5	5	8	728	1,015	427
Welland.....	80	75	17	2,099	2,170	1,749
Weston.....	196	140	226	4,139	4,794	4,007
Windsor.....	402	208	241	7,570	9,693	6,867
Woodstock(3).....	84	60	.....	1,292	1,468	.....
Manitoba.....	3,206	2,684	3,165	19,073	30,543	17,713
Brandon.....	231	352	276	1,451	2,812	1,350
Dauphin.....	25	54	17	903	2,231	950
Flin Flon.....	61	36	35	206	321	226
Portage la Prairie.....	61	88	71	903	1,431	780
The Pas.....	116	193	64	344	506	405
Winnipeg.....	2,712	1,961	2,702	15,266	23,242	14,002

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT JUNE 2, 1960

SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) June 2, 1960	Previous Month April 28, 1960	Previous Year May 28, 1959	(1) June 2, 1960	Previous Month April 28, 1960	Previous Year May 28, 1959
Saskatchewan	1,687	1,390	1,376	13,384	23,313	10,806
Estevan.....	50	69	52	275	647	322
Lloydminster.....	41	72	14	393	651	235
Moose Jaw.....	197	221	178	1,022	1,714	707
North Battleford.....	31	53	40	963	1,498	582
Prince Albert.....	98	115	84	1,504	3,044	1,747
Regina.....	832	301	523	2,583	5,425	2,234
Saskatoon.....	201	307	297	3,895	5,290	2,396
Swift Current.....	85	85	83	323	853	378
Weyburn.....	36	30	29	184	582	236
Yorkton.....	116	137	76	2,242	3,609	1,969
Alberta	5,878	4,194	5,829	29,401	41,190	21,531
Blairmore.....	27	2	5	369	696	683
Calgary.....	1,474	1,093	1,575	9,072	11,279	5,049
Drumheller.....	32	24	28	504	823	587
Edmonton.....	2,528	2,612	2,547	14,370	20,577	11,977
Edson.....	31	35	34	508	916	515
Grande Prairie.....	41	41	—	1,135	1,379	—
Lethbridge.....	1,467	128	1,290	1,674	2,560	1,145
Medicine Hat.....	177	119	245	617	1,042	566
Red Deer.....	101	140	105	1,152	1,918	1,009
British Columbia	2,651	2,490	3,831	59,601	72,105	54,262
Chilliwack.....	54	78	59	1,217	1,620	1,005
Courtenay.....	65	18	49	938	990	762
Cranbrook.....	50	44	19	921	1,635	842
Dawson Creek.....	10	15	14	1,039	1,423	1,505
Duncan.....	42	38	31	570	754	522
Kamloops.....	10	5	39	941	1,615	1,093
Kelowna.....	26	19	29	1,106	1,529	1,048
Kitimat.....	37	105	4	225	252	248
Mission City.....	21	27	32	1,124	1,303	820
Nanaimo.....	29	27	41	998	1,061	915
Nelson.....	18	28	38	745	1,151	803
New Westminster.....	403	242	260	8,348	9,198	6,805
Penticton.....	19	10	41	1,121	1,497	1,292
Port Alberni.....	19	23	14	570	731	745
Prince George.....	59	44	125	2,841	3,739	3,075
Prince Rupert.....	22	11	36	1,167	1,730	1,135
Princeton.....	15	20	11	283	452	313
Quesnel.....	25	36	—	1,608	2,029	—
Trail.....	115	124	60	947	1,196	987
Vancouver.....	1,328	1,098	2,552	26,749	30,559	24,213
Vernon.....	51	61	75	1,452	2,483	1,510
Victoria.....	160	156	261	4,366	4,622	4,117
Whitehorse.....	73	261	41	325	536	498
Canada	38,982	30,400	37,802	542,424	756,432	483,220
Males.....	21,772	15,913	19,758	389,576	581,558	342,605
Females.....	17,210	14,487	18,044	152,848	174,874	140,615

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

(3) Figures not available for May 28, 1959 due to changes in the local office area.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1955-1960

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	293,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,363	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	946,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1959 (5 months).....	347,614	288,230	109,384	24,434	89,634	122,938	78,475	32,133
1960 (5 months).....	336,069	228,860	107,209	30,605	91,733	111,589	70,667	31,475

E—Unemployment Insurance

TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, MAY 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	22.7	95,321	1,269,954
Prince Edward Island.....	3.2	13,578	275,645
Nova Scotia.....	25.7	107,857	2,198,857
New Brunswick.....	28.7	120,772	2,585,391
Quebec.....	194.9	818,477	18,315,464
Ontario.....	168.8	709,135	15,608,139
Manitoba.....	22.5	94,314	2,043,395
Saskatchewan.....	15.9	66,722	1,440,135
Alberta.....	27.2	114,074	2,657,960
British Columbia.....	51.2	215,030	4,910,640
Total, Canada, May 1960.....	560.8	2,355,280	52,205,580
Total, Canada, April 1960.....	732.9	2,785,064	61,767,381
Total, Canada, May 1959.....	485.8	1,943,207	40,446,281

TABLE E-2—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE “LIVE FILE” ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, MAY 31, 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Duration on the Register (weeks)							Percent- age Postal	May 29, 1959 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	364,323	81,072	35,015	57,387	49,336	38,126	33,407	69,980	32.6	279,431
Male.....	258,117	58,322	24,949	42,449	36,976	27,745	23,109	44,567	36.5	190,483
Female.....	106,206	22,750	10,066	14,938	12,380	10,381	10,288	25,413	23.1	88,948
Newfoundland.....	9,295	1,142	702	1,388	1,361	1,296	1,292	2,114	71.1	9,122
Male.....	8,229	984	636	1,265	1,237	1,173	1,145	1,789	73.8	8,118
Female.....	1,066	158	66	123	124	123	147	325	50.6	1,004
Prince Edward Island.....	1,046	167	74	136	115	107	129	318	59.1	1,032
Male.....	732	113	50	104	92	74	89	210	64.6	753
Female.....	314	54	24	32	23	33	40	108	46.2	279
Nova Scotia.....	18,626	5,842	2,530	2,265	1,679	1,506	1,570	3,234	33.0	13,782
Male.....	15,733	5,348	2,336	1,927	1,347	1,148	1,216	2,411	32.2	11,190
Female.....	2,893	494	194	338	332	358	354	823	37.6	2,592
New Brunswick.....	14,167	2,180	1,131	2,858	2,097	1,623	1,247	3,031	59.4	12,715
Male.....	11,237	1,662	937	2,534	1,809	1,351	929	2,015	62.3	10,150
Female.....	2,930	518	194	324	288	272	318	1,016	48.4	2,565
Quebec.....	120,681	23,801	10,640	18,760	18,899	14,401	11,029	23,151	36.7	93,431
Male.....	87,285	16,117	7,194	13,921	15,339	11,533	8,274	14,907	42.0	66,197
Female.....	33,396	7,684	3,446	4,839	3,560	2,868	2,755	8,244	23.0	27,234
Ontario.....	122,049	30,802	12,106	18,198	14,855	11,275	10,768	24,045	22.6	91,193
Male.....	97,996	21,591	8,046	12,125	9,761	7,214	6,826	14,433	24.0	55,516
Female.....	42,053	9,211	4,000	6,073	5,094	4,061	3,942	9,612	20.0	35,677
Manitoba.....	13,180	2,229	1,101	2,210	1,879	1,768	1,527	2,466	26.4	9,586
Male.....	8,566	1,494	767	1,475	1,214	1,110	913	1,593	32.6	5,861
Female.....	4,614	735	334	735	665	658	614	873	14.7	3,725
Saskatchewan.....	7,674	1,231	669	1,197	1,035	944	895	1,703	51.3	5,883
Male.....	5,206	833	452	852	759	655	588	1,069	58.5	3,756
Female.....	2,488	398	217	345	276	289	309	634	36.0	2,127
Alberta.....	19,762	4,199	2,000	3,836	2,861	2,090	1,911	2,865	36.9	14,857
Male.....	14,660	3,123	1,552	3,144	2,101	1,476	1,353	1,911	40.8	10,826
Female.....	5,102	1,076	448	692	760	614	558	954	25.4	4,031
British Columbia.....	37,843	9,479	4,062	6,539	4,555	3,116	3,039	7,053	27.4	27,830
Male.....	26,473	7,057	2,979	5,102	3,317	2,011	1,778	4,229	30.2	18,116
Female.....	11,370	2,422	1,083	1,437	1,238	1,105	1,261	2,824	20.9	9,714

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
MAY, 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	3,610	3,144	466	4,919	4,259	660	813
Prince Edward Island.....	467	367	100	557	497	60	71
Nova Scotia.....	8,356	3,981	4,375	11,205	10,266	939	1,217
New Brunswick.....	5,919	4,552	1,367	7,416	6,488	928	1,367
Quebec.....	50,378	35,290	15,178	54,424	46,826	7,598	13,007
Ontario.....	61,769	39,523	22,246	62,689	52,558	10,131	15,140
Manitoba.....	5,400	3,939	1,461	6,230	5,052	1,178	878
Saskatchewan.....	3,211	2,403	808	4,191	3,513	678	565
Alberta.....	8,101	5,518	2,583	9,809	7,935	1,874	1,847
British Columbia.....	18,424	11,610	6,814	19,264	15,313	3,951	4,295
Total, Canada, May 1960.....	165,635	110,237	55,398	180,704	152,707	27,997	39,200
Total, Canada, April 1960.....	214,623	149,886	64,737	232,894	204,557	28,337	54,269
Total, Canada, May 1959.....	134,389	86,997	47,392	145,714	118,597	27,117	26,086

*In addition, revised claims received numbered 40,113.

†In addition, 40,381 revised claims were disposed of. Of these, 3,352 were special requests not granted and 1,329 were appeals by claimants. There were 6,354 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1960—April.....	4,219,800	3,504,900	714,900
March.....	4,307,000	3,484,000	823,000
February.....	4,308,000	3,493,800	814,200
January.....	4,296,000	3,513,500	782,500
1959—December.....	4,295,000	3,609,300	685,700
November.....	4,131,000	3,713,500	417,500
October.....	4,032,000	3,781,400	250,600
September.....	4,019,000	3,817,400	201,600
August.....	3,990,000	3,780,000	210,000
July.....	3,975,000	3,749,100	225,900
June.....	3,974,000	3,753,500	220,500
May.....	4,072,900	3,630,000	442,900(1)

(1) The number of persons reporting to local offices as claimants during the first two weeks of book renewal. For other months the count is of the number of claimants having an unemployment register in the "Live File" on the last working day of the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1959—June.....	125.9	119.1	141.5	109.2	122.5	135.4
July.....	125.9	119.2	141.7	109.7	122.7	134.9
August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2
October.....	128.0	124.2	142.4	110.5	123.4	135.5
November.....	128.3	123.8	142.6	111.4	123.5	136.9
December.....	127.9	122.4	142.7	111.4	123.7	136.8
1960—January.....	127.5	121.6	142.8	110.2	123.3	136.9
February.....	127.2	120.8	142.9	109.8	123.2	137.0
March.....	126.9	119.4	142.9	110.4	123.4	137.0
April.....	127.5	120.9	143.3	110.8	123.5	137.1
May.....	127.4	120.2	143.5	110.8	123.1	137.6
June.....	127.6	120.8	143.8	110.9	123.0	137.7
July.....	127.5	120.5	143.9	110.8	123.0	137.6

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JUNE 1960

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	June 1959	May 1960	June 1960					
(1) St. John's, Nfld.....	114.7	115.9	116.2	114.6	115.7	107.6	110.0	128.0
Halifax.....	125.6	126.8	127.0	116.7	134.2	120.5	129.5	140.1
Saint John.....	126.9	128.6	128.6	120.1	138.9	119.5	124.3	143.4
Montreal.....	126.1	127.2	127.8	125.9	145.8	105.3	118.8	139.4
Ottawa.....	126.2	127.7	128.6	121.5	148.6	114.1	122.5	137.8
Toronto.....	128.5	129.8	130.2	120.3	153.2	114.2	123.8	140.4
Winnipeg.....	123.1	124.8	125.0	119.1	134.4	117.6	120.2	134.3
Saskatoon—Regina.....	122.6	123.4	123.7	117.7	124.5	123.0	125.5	129.3
Edmonton—Calgary.....	122.2	123.3	123.2	118.6	124.4	120.1	127.9	133.4
Vancouver.....	127.1	128.1	127.7	118.7	138.7	117.0	132.1	136.9

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on this series see page 542, May 1959 issue.

TABLE G-1.—STRIKES AND LOCKOUTS, 1955-60

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			Duration in Man-Days	Per Cent of Estimated Working Time
		Strikes and Lockouts	Workers Involved	Man-Days		
1955.....	149	159	60,090	1,875,400	0.18	
1956.....	221	229	88,680	1,246,000	0.11	
1957.....	242	249	91,409	1,634,880	0.14	
1958.....	253	262	112,397	2,872,340	0.24	
*1959.....	202	217	99,872	2,386,680	0.19	
*1959: June.....	30	43	8,432	57,320	0.06	
July.....	26	42	41,417	685,510	0.65	
August.....	28	47	38,656	667,960	0.63	
September.....	15	33	30,078	282,490	0.27	
October.....	11	29	7,100	67,010	0.06	
November.....	8	18	4,392	59,740	0.06	
December.....	13	22	3,836	56,050	0.05	
*1960: January.....	13	20	3,531	58,440	0.06	
February.....	14	25	3,994	50,320	0.05	
March.....	19	27	3,237	26,820	0.03	
April.....	15	29	2,476	26,870	0.03	
May.....	21	38	7,152	74,900	0.07	
June.....	24	43	7,309	53,260	0.05	

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS JUNE 1960, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	1	24	530
Fishing.....	.....	.....	.....
Mining.....	2	390	570
Manufacturing.....	24	4,276	32,910
Construction.....	9	1,722	5,580
Transportation, etc.....	2	249	370
Public utilities.....	.....	.....	.....
Trade.....	4	631	13,140
Service.....	1	17	160
All industries.....	43	7,309	53,260

TABLE G-3.—STRIKES AND LOCKOUTS JUNE 1960, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	.....	.....	.....
Prince Edward Island.....	3	379	1,240
Nova Scotia.....	.....	.....	.....
New Brunswick.....	8	868	7,110
Quebec.....	23	4,904	27,440
Ontario.....	1	93	2,050
Manitoba.....	3	128	1,620
Saskatchewan.....	.....	.....	.....
Alberta.....	4	697	13,440
British Columbia.....	1	240	360
Federal.....	.....	.....	.....
All jurisdictions.....	43	7,309	53,260

**TABLE G-4.—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
JUNE 1960.**

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date Termin- ation Date	Major Issues Result
			June	Accu- mulated		
MINING— Coal— Acadia Coal Co., Thorburn, N.S.	Mine Workers Loc. 8672 (Ind.)	350	530	530	June 18 June 21	Work assignment~Return of workers pending dis- cussion of grievance.
MANUFACTURING— Rubber Products— General Tire & Rubber Co., Welland, Ont.	Rubber Workers Loc. 455 (AFL-CIO/CLC)	271	2,710	2,710	June 15 June 29	Wages, hours~9¢ an hour increase retroactive to May 16, \$30. in lieu of retroactive pay to April 1, 1960.
Kaufman Rubber Co., Kitchener, Ont.	Rubber Workers Loc. 88 (AFL-CIO/CLC)	575 (125)	2,590	2,590	June 25	Wages, union recognition, modified union shop, check-off of union dues~
Wood products— Canadian Office and School Furniture, Preston, Ont.	Carpenters Loc. 3189 (AFL-CIO/CLC)	241	360	360	June 17 June 20	Wages, fringe benefits~ Return of workers, further negotiations.
Iron and Steel Products— Otaco Limited, Orillia, Ont.	Steelworkers Loc. 4657 (AFL-CIO/CLC)	230	5,060	5,060	June 1	Wages, union security~
Transportation Equipment— DeHavilland Aircraft of Canada, Downsview, Ont.	Auto Workers Loc. 112 (AFL-CIO/CLC)	1,230	8,610	8,610	June 16 June 27	Wages, fringe benefits~8¢ an hour increase effective immediately; 7¢ an hour effective June 26, 1961; 4¢ an hour for skilled trades; other changes.
Electrical Apparatus and Supplies— Canadian Aviation Electronics Dorval, Que.	I.U.E. Loc. 522 (AFL-CIO/CLC)	455	3,410	3,410	June 9 June 20	Wages~7% wage increase.
R.C.A. Victor, Prescott, Ont.	I.U.E. Loc. 523 (AFL-CIO/CLC)	272	540	540	June 20 June 22	Wages, seniority preference for technicians~5¢ an hour this year, 5¢ an hour next year; retroactive to Jan. 17, 1960; compromise in regard to seniority preference.
Non-Metallic Mineral Products— Regent Refining (Canada), Port Credit, Ont.	Oil Workers Loc. 16-593 (AFL-CIO/CLC)	156	390	390	June 3 June 8	Refusal to deliver oil to strike-bound plant~Return of workers.
Three Glass Manufacturing Firms, Montreal, Que.	Painters Loc. 1135 (AFL-CIO/CLC)	140	280	280	June 6 June 8	Hours, overtime pay~ Return of workers.
CONSTRUCTION— Toronto Federation of Painting Contractors, Toronto, Ont.	Painters (AFL-CIO/CLC)	1,500	4,500	34,500	May 4 June 6	Wages~10¢ an hour imme- diately; 10¢ an hour Nov. 1st.; 10¢ an hour May 1st, 1961; 10¢ an hour May 1st, 1962.
Mannix Co., Abbotsford, B.C.	Plumbers Loc. 170, (AFL-CIO/CLC)	100	300	300	June 6 June 9	Signing of new agreement~ Return of workers.
TRANSPORTATION, ETC. Anglo-Newfoundland Development, Bottwood, Nfld.	St. John's Longshoremen (Ind.)	240	360	360	June 10 June 11	Pay for waiting time~ Payment agreed upon.
TRADE— Three Hardware Firms, New Westminster, Vancouver, B.C.	Retail, Wholesale Employees Loc. 535 (AFL-CIO/CLC)	555	12,210	21,990	May 6	Wages, seniority, fringe benefits~

Figures in parenthesis indicate the number of workers indirectly affected.